THE UNIVERSITY OF SYDNEY

Professor Annamarie Jagose
Senior Deputy Vice-Chancellor and Provost

10 April 2025

The Hon Chris Evans
Australian Anti-Slavery Commissioner
Contact@antislaverycommissioner.gov.au

Dear Commissioner Evans,

The University of Sydney congratulates you on your appointment as the inaugural Australian Anti-Slavery Commissioner and welcomes the opportunity to make a submission in response to your *Invitation for Input: Anti-Slavery Commissioner's Strategic Plan 2025-2028.*

In preparing our submission (**Attachment A**), we have drawn on the two distinct roles the University plays in addressing modern slavery. First, our feedback is informed by our experience as a reporting entity under the *Modern Slavery Act 2018* (Cth) and *Modern Slavery Act 2018* (NSW), including lessons learnt from embedding modern slavery due diligence across our governance, policies and practices. Second, the submission draws on the multidisciplinary expertise of our academics who have shared their insights on some of the challenges in progressing anti-slavery efforts and proposed ways forward.

The University's submission identifies <u>four key priority areas</u> we recommend for your Strategic Plan, along with corresponding objectives and actions:

1. Expand the evidence base on modern slavery and bridge the gap between research, policy and practice.

2. Support sector-specific approaches to identifying and addressing modern slavery risks.

3. Shift the focus in efforts to tackle modern slavery to go beyond compliance to meaningful impact.

4. Build the capacity of the anti-slavery sector to engage with people with lived experience and at-risk communities.

To build on the insights shared in our submission, we would be pleased to host a roundtable or discussion with you on the higher education sector's unique modern slavery risks and how universities can support your priorities as Commissioner. Our team from the University's Modern Slavery Unit would be happy to coordinate arrangements with your office.

Office of the Senior Deputy Vice-Chancellor and Provost.
F23 – Michael Spence Building
The University of Sydney
NSW 2006 Australia

E dvc.provost@sydney.edu.au
sydney.edu.au

ABN 15 211 513 464
CRICOS 00026A

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Their contact details are: Director – Heather Chai (heather.chai@sydney.edu.au) and Anti-Slavery Manager – Clare Bartram (clare.bartram@sydney.edu.au).

We look forward to further engaging with you to explore how we can support your important work.

Best regards,

<mark>(signature removed)</mark>

Professor Annamarie Jagose
Senior Deputy Vice-Chancellor and Provost
The University of Sydney

Attachments

A: The University of Sydney submission to the Anti-Slavery Commissioner's Strategic Plan 2025-2028

B: List of contributors to the University of Sydney's submission

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Attachment A

The University of Sydney submission to the Anti-Slavery Commissioner's Strategic Plan 2025-2028

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Our recommended Priorities, Objectives and Actions

Priorities	Objectives	Key Actions	
Priority 1: Expand the evidence base on modern slavery and bridge the gap between research, policy and practice	Policymakers, business, academics, and civil society actors have access to multidisciplinary, rigorous research and data that enhances understanding of modern slavery risks and lived experience and informs evidence-based responses.	**1.1.**	Identify research needs and enable progress on addressing data and evidence gaps in modern slavery policy and practice.
		1.2.	Mobilise support for anti-slavery research funding with government, business, and the philanthropic community.
		1.3.	Support data collection and accessibility.
Priority 2: Support sector-specific approaches to identifying and addressing modern slavery risks	Organisations are better equipped to understand how modern slavery presents in their sector and apply best practice and international standards to drive context-appropriate action and due diligence across their value chains.	**2.1.**	Develop sector-specific guidance and resources to support risk-based and targeted due diligence.
		2.2.	Enable sector-based collaboration.
		2.3.	Work with universities to address our unique modern slavery risks.
Priority 3: Shift the focus in efforts to tackle modern slavery to go beyond compliance to meaningful impact	Reporting entities under the *Modern Slavery Act 2018* (Cth) make a meaningful contribution to ending modern slavery, by evolving from awareness and compliance to due diligence and tangible positive impacts for affected people.	**3.1.**	Support reform of the Modern Slavery Act.
		3.2.	Build the capacity of reporting entities to understand and apply impact measurement and management practices in an anti-slavery context.
		3.3.	Build an understanding of 'what works' in identifying and addressing modern slavery.
Priority 4: Build the capacity of the anti-slavery sector to engage with people with lived experience and at-risk communities	The anti-slavery sector engages meaningfully with people with lived experience, at-risk communities and their representatives in ways that are survivor-led, trauma-informed, coordinated, and undertaken with appropriate safeguards and compensation.	**4.1.**	Lead by example by centering lived experience in the design, implementation and evaluation of the Commissioner's strategic priorities.
		4.2.	Work with survivors and affected communities to build the capacity of the anti-slavery sector to engage meaningfully with people with lived experience.

Strategic Priorities

Priority 1: Expand the evidence base on modern slavery and bridge the gap between research, policy and practice

Supports the Commissioner's functions 20C(1)(g), 20C(1)(h) and 20C(1)(i) of the Modern Slavery Act.

Objective: Policymakers, business, academics, and civil society actors have access to multidisciplinary, rigorous research and data that enhances understanding of modern slavery risks and lived experience and informs evidence-based responses and due diligence.

The rationale

- **Significant data and evidence gaps delay progress in ending modern slavery.** Recent consultations by the University of Sydney's Modern Slavery Unit (MSU) with over 50 stakeholders from business, civil society, government and universities identified key research needs in addressing modern slavery including 'on the ground' risk information, best practice in evaluating the effectiveness of modern slavery responses and enhanced data on modern slavery prevalence.[1]

- **More research and data on modern slavery risks and responses in Australia and the Asia-Pacific region is needed to inform effective policy and due diligence.** The region accounts for more than half the estimated people in modern slavery[2] globally and is critical to the supply chains of Australian organisations. Stronger data on specific country, region, sector and product risks, in particular, would support research and targeted due diligence by reporting entities.[3]

- **Australia has an opportunity to be world-leading in evidence-based responses to modern slavery.** Australia could learn from the United Kingdom's experiences, as the UK's Independent Anti-Slavery Commissioner has played an enabling role in forging a well-established, collaborative anti-slavery research community. The Commissioner has supported and disseminated research, facilitated data requests and cross-sector collaboration and encouraged the UK Government to integrate evidence and data into policy decision-making.

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[1] As of 27 March 2025; University of Sydney Modern Slavery Unit Stakeholder Consultation Survey; 54 total responses from government, business, universities and civil society, with the majority of respondents based in Australia.

[2] *Global Slavery Index: Modern Slavery in Asia and the Pacific*, Walk Free, 2021.

[3] Forthcoming, Reiner V., Malik, A. and Murray, J., *Can global modern slavery be footprinted for corporate due diligence? A data review and analysis,* Journal of Industrial Ecology.

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Case study: Partnering with the NSW Anti-slavery Commissioner to develop practical tools

In 2023, the University of Sydney partnered with the NSW Anti-slavery Commissioner to develop a tool to identify modern slavery risks in NSW government procurement. Researchers from the Institute of Transport and Logistics Studies at the Sydney Business School spearheaded the design and delivery of the GRS Inherent Risk Identification Tool ('the IRIT') - a publicly available, free and simple-to-use risk mapping tool, providing a common baseline for NSW public buyers to assess modern slavery risks associated with different product categories from which they procure.

The IRIT has had widespread uptake by NSW public buyers across different sectors and is also used by some private entities to support their reporting requirements under the Commonwealth Modern Slavery Act. The University is providing ongoing support for the IRIT in the form of periodic updates, drawing on the latest reliable evidence.

The IRIT offers a tangible example of the opportunities for practical and outcomes-focussed collaboration between universities and the Australian Anti-Slavery Commissioner, to support evidence driven policy and interventions. It also presents an opportunity to adapt the tool for use at a federal level, including by adding customised or sector specific procurement categories, to support government and business to identify their inherent modern slavery risks beyond the NSW context.

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Key actions

   1.1. **Identify research needs and enable progress on addressing data and evidence gaps in modern slavery policy and practice.**
  a. Commission a landscape review of modern slavery data and evidence gaps in Australia and the Asia-Pacific.[4]
  b. Work with the Australian Government to identify and publish their priorities for research on modern slavery.
  c. Create opportunities for academic researchers, government, business and civil society to work together on evidence-based solutions to key modern slavery policy challenges.

   1.2. **Mobilise support for anti-slavery research funding with government, business, and the philanthropic community**, particularly for:
  a. Multidisciplinary, collaborative projects that increase diversity in modern slavery research and engage people with lived experience, as peer researchers, participants and expert advisors.
  b. Projects that provide early insights into emerging risks and enable the development of accessible tools and analysis that help entities improve their risk identification and management. For example, the award-winning Open Analysis to Address Slavery in Supply Chains (OAASIS) - which provides deep mapping of risks in supply chains - and the GRS Inherent Risk Identification Tool.

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[4] See for example the study commissioned by the inaugural UK Independent Anti-Slavery Commissioner: Bales, K., Hedwards, B. & Silverman, B., *Modern Slavery Research: the UK Picture*, The University of Nottingham Rights Lab and the Independent Anti-Slavery Commissioner, 2015.

1.3. **Support data collection and accessibility.**
   a. Improve data collection and sharing on the scale and nature of modern slavery in Australia and the effectiveness of modern slavery interventions.
   b. Collaborate with the Attorney General's Department to make modern slavery data, such as insights from Modern Slavery Statements, more accessible to the public, including researchers. There would also be value in working with other government bodies, such as the Department of Home Affairs, the Fair Work Ombudsman, the Fair Work Commission and the Department of Employment and Workplace Relations to improve their risk identification and data collection and encourage proactive responses to the causes and consequences of modern slavery.

Priority 2: Support sector-specific approaches to identifying and addressing modern slavery risks

Supports the Commissioner's functions 20C(1)(b), 20C(1)(c) and 20C(1)(i) of the Modern Slavery Act.

Objective: Organisations are better equipped to understand how modern slavery presents in their sector and apply best practice and international standards to drive context-appropriate action and due diligence across their value chains.

The rationale

- **The *Modern Slavery Act 2018* (Cth) and accompanying guidance are not fit for purpose for non-corporate organisations, such as universities, which are also reporting entities.** The higher education sector faces unique and complex modern slavery risks across its value chains, including in research activities, student placements and recruitment, donations and partnerships. The sector would benefit from tailored good practice, guidance and opportunities for coordinated sector-based approaches.
- **Sector-specific responses enable targeted risk management and pooling of collective leverage to address shared challenges.** For example, through the Australasian Universities Procurement Network's (AUPN) Anti-Slavery Program, we have combined our purchasing power with other participating universities to undertake targeted engagement and capacity building with suppliers providing laboratory consumables, a significant risk for our sector.
- **Sector-based collaboration encourages innovative approaches to risks along the value chain.** For example, while most risks to students are outside of the University's direct control (i.e. commonly occur in workplace and home settings), the sector is uniquely placed to support students to identify modern slavery indicators and access help. By way of illustration, in 2024, we contributed alongside seven other universities to the Red Cross International Students' Steering Committee Working Group to develop tailored resources to raise awareness of modern slavery risks and support services for international students.

> ### Case study: Mitigating modern slavery risks experienced by students
>
> Modern slavery experienced by students, particularly international students, is often difficult to identify as it intersects with other forms of violence and exploitation in the workplace, home and community. However, taking a sector-based approach and leveraging our unique resources as a university, such as student engagement platforms and existing student support mechanisms, has allowed us to better identify and support students at risk. For example, in 2024, the University engaged students on modern slavery risks as part of the semester one and semester two welcome programs. The *Anti-Slavery at Sydney* stalls focussed on raising awareness about deceptive recruitment and forced labour amongst new and continuing students. We employed a peer-to-peer model, engaging Peer Support Advisors – who are themselves students at the University – to lead the activities at the stall and raise awareness about modern slavery and where their peers could go to get support.

Key Actions

2.1. Develop sector-specific guidance and resources to support risk-based and targeted due diligence.

    a. Work with the Commonwealth Government, representative organisations (e.g. industry associations, trade unions) and researchers with sector-specific expertise to ensure reforms to the Modern Slavery Act are accompanied by sector-appropriate guidance.

    b. Work with Commonwealth and State Governments, departments and relevant Commissioners to ensure sources of risk information (such as the declaration of high-risk products proposed in the Modern Slavery Act Review) are coordinated and consider sector-specific risks and responses. Consider the opportunity to leverage existing tools, such as the GRS Inherent Risk Identification Tool, to promote consistency in risk assessments and reduce the burden on entities reporting under NSW and Commonwealth legislation.

2.2. Enable sector-based collaboration.

    a. Identify and facilitate sector-specific forums, collaborations or roundtables to share emerging risks, risk management approaches and lessons learnt. Build awareness of opportunities to share information on modern slavery risks within and between sectors. Sectors where there are limited existing collaborative forums and high modern slavery risks should be prioritised.

2.3. Work with universities to address our unique modern slavery risks.

    a. In collaboration with universities, develop guidance on sector-specific risks, including in research activities, student placements and recruitment, and supporting at-risk students.

    b. Support the development of culturally appropriate training, education and resources for international and domestic students to help them conceptually understand modern slavery (in its online form and including forced marriage), learn risk indicators, their rights in Australia and where to access support.

Priority 3: Shift the focus in efforts to tackle modern slavery to go beyond compliance to meaningful impact

Supports the Commissioner's functions 20C(1)(a), 20C(1)(b), 20C(1)(c), 20C(1)(g) and 20(1)(k) of the Modern Slavery Act.

Objective: Reporting entities under the *Modern Slavery Act 2018* (Cth) make a meaningful contribution to ending modern slavery, by evolving from awareness and compliance to due diligence and tangible positive impacts for affected people.

The rationale

- **There is no clear evidence that the Modern Slavery Act has resulted in positive impact for people living in modern slavery.** Research by University of Sydney academics and others show that most modern slavery statements do not demonstrate tangible outcomes for affected people, focusing on 'tick the box' compliance over meaningful change.[5]

- **The Act, in its current form, does not encourage an impact-based approach to modern slavery.** Recent research with nearly 90 companies found over 50 per cent would likely take stronger action on modern slavery if they had an obligation to undertake due diligence or were subject to penalties.[6] Our consultations with the anti-slavery community also indicate a need for further guidance and resources on impact evaluation, with 'measuring the impact of their actions' identified as a key challenge in making progress in addressing modern slavery.[7]

- **Reporting entities need to navigate a rapidly evolving regulatory and risk landscape, with increasing reporting requirements on intersecting environmental, social and governance (ESG) risks.** Australian organisations are being directly and indirectly impacted by new global regulatory requirements, including on human rights, modern slavery and climate reporting. For example, while the University is not subject to the EU Corporate Sustainability Due Diligence Directive, we may be required to monitor responses to the legislation to meet contractual relationships with European partners and manage EU-based suppliers. We also anticipate potential increased expectations from international grant providers and donors on universities to keep pace with stronger legislation abroad.

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[5] See publications by UNSW Australian Human Rights Institute and others on the effectiveness of the Modern Slavery Act, along with *Compliance without ambition: ASX200 reporting under Australia's Modern Slavery Act, Australian Council of Superannuation Investors*, 2023; Kotoky, S., *An evaluation of the implementation of Australia's anti-modern slavery laws by the ASX 100 companies*, The University of Sydney, 2022; *Modern Slavery Statement Disclosure Quality Ratings: ASX100 Companies Update 2024*, Monash Centre for Financial Studies.

[6] Marshall, S. et al, *Australia's Modern Slavery Act: Is it fit for purpose?*, RMIT Business and Human Rights Centre, University of Melbourne, Willamette University, University of Western Australia, University of Notre Dome Australia, Human Rights Law Centre, UNSW Australian Human Rights Institute, Business & Human Rights Resource Centre, 2023.

[7] As of 27 March 2025; University of Sydney Modern Slavery Unit Stakeholder Consultation Survey; 54 total responses from government, business, universities and civil society, with the majority of respondents based in Australia.

Case study: Developing a Theory of Change, focusing on impact not only compliance

Since 2020, the University of Sydney has significantly invested in identifying and addressing modern slavery risks within its operations and supply chain. This commitment is driven by compliance with the *Modern Slavery Act 2018* (Cth) and the *Modern Slavery Act 2018* (NSW), as well as the University's dedication to leadership for good. The University's **Theory of Change** serves as a roadmap for delivering on our commitment to addressing modern slavery, helping to keep the focus on making a meaningful contribution to addressing modern slavery; not just a compliance issue. This approach is consistent with the United Nations Guiding Principles on Business and Human Rights, focusing on where the risk to people is the greatest. The Theory of Change forms a central part of our evolving impact measurement approach, to understand and manage impact, ensuring that actions are fit for purpose and targeted. It covers the inputs, activities and outputs that contribute to the three outcomes we seek – reducing modern slavery risks, improving understanding, knowledge and continuous learning, and accelerating solutions-focused research, education and partnerships. This is an evolving area of work, requiring continuous improvement, and we recognise there is an opportunity to learn from case studies and examples from other organisations managing modern slavery impacts, and from guidance the Commissioner may provide.

Key Actions

3.1. **Support reform of the Modern Slavery Act.**

   a. Work with the Attorney-General's Department to strengthen the Modern Slavery Act, including advocating for the introduction of a **human rights due diligence** obligation, aligned with regulatory changes abroad.

   b. Advocate for harmonisation of the Commonwealth and NSW Modern Slavery Acts to reduce the reporting burden on entities that are required to navigate their differing obligations and reporting requirements.

   c. Publish an annual statement on the effectiveness of the Modern Slavery Act, including highlighting leading statements and areas for improvement.

3.2. **Build the capacity of reporting entities to understand and apply impact measurement and management practices in an anti-slavery context**.

   a. Develop an impact management framework that builds on existing monitoring and evaluation efforts to deliver on the Australian Government's vision of a future where no one experiences modern slavery and human rights of all people are respected equally.[8] This could include a set of sector-specific, impact-focused key performance indicators that entities can report against in their modern slavery statements.

   b. Develop guidance on how to carry out effective impact evaluations, including outlining different methodology and tools that can be used to evaluate impact.

   c. Lead by example by developing and publishing a theory of change and impact measurement framework for evaluation of the Commissioner's Strategic Plan and regularly share progress updates.

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[8] [Australia's response | Modern Slavery in Australia](#)

3.3.   **Build an understanding of 'what works' in identifying and addressing modern slavery.**
   a. Support the development of an evidence base on the impact of modern slavery interventions, including collecting and disseminating case studies.
   b. Establish forums and working groups that bring together government, business, civil society, and affected communities to share best practices and develop joint initiatives to ensure efforts to address modern slavery lead to tangible impact.

Priority 4: Build the capacity of the anti-slavery sector to engage with people with lived experience and at-risk communities.

Supports the Commissioner's functions 20C(1)(b), 20C(1)(d), 20C(1)(e) and 20C(1)(ma) of the Modern Slavery Act.

Objective: The anti-slavery sector engages meaningfully with people with lived experience, at-risk communities and their representatives in ways that are survivor-led, trauma-informed, coordinated, and undertaken with appropriate safeguards and compensation.

The rationale

- **People affected by modern slavery must be central to designing, implementing and evaluating anti-slavery interventions.** NSW has made important progress, with the appointment of a Lived Experience Advisor in the Office of the NSW Anti-slavery Commissioner, inclusion of lived experience on the Commissioner's Advisory Panel, and extensive engagement with people with lived experience in the recent review of the *NSW Modern Slavery Act 2018*. However, more broadly, meaningful inclusion of lived experience is limited, particularly in the private sector.
- **People with lived experience face significant barriers in engaging meaningfully in anti-slavery policy and practice, with limited opportunities and funding.** Recent consultations with people with lived experience, including in Australia, by Survivor Alliance found that 47 per cent of survivors fund their own advocacy and engagement work.[9]
- **There are significant knowledge and practice gaps across the Australian anti-slavery sector in how to responsibly engage survivors and at-risk communities.** Despite growing recognition of the importance of lived experience expertise, engagement continues to focus on consultation over meaningful co-design.

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[9] *Building Access to Action through Collective Movement*, Survivor Alliance, 2025.

> **Case study: The benefits of engaging lived experience expertise – for affected communities, policymakers and practitioners**
>
> There is clear evidence that engaging lived experience expertise builds confidence, financial stability and professional development opportunities for survivors while also improving efficacy, credibility, trust and innovation in policy and program design.[10] Research with affected communities by academics at the University of Sydney, including on Muslim women's experiences of domestic and family violence (including forced marriage[11]), labour standards for migrant workers in Australia[12] and refugee experiences of displacement and resettlement[13], highlights the value of listening to lived experience expertise. Their research offers deep insights into firsthand experiences of exploitation, agency, service delivery and justice and offers transformative solutions to systemic challenges. Last year, University of Sydney academics also contributed to a guide by the Sydney Policy Lab for researchers and policymakers seeking to engage people with lived experience.[14] There are further opportunities for the Commissioner to work with the university sector to make space for lived experience, including through supporting co-designed and survivor-informed research and events and facilitating connections between people with lived experience and the sector.

Key actions

4.1. Lead by example by centering lived experience in the design, implementation and evaluation of the Commissioner's strategic priorities.

   a. Consider appointing a Lived Experience Advisor to the Office of the Australian Anti-Slavery Commissioner and create a dedicated, funded program of work to ensure lived experience expertise is central to the Office.

   b. Engage people with lived experience in the development of the Commissioner's Strategic Plan, moving beyond consultation to meaningful co-design and fostering long-term relationships. Work with survivors to understand what 'meaningful' engagement means to them and ensure they are provided with trauma-informed supports and the appropriate compensation for their time and expertise.

4.2. Work with survivors and affected communities to build the capacity of the anti-slavery sector to engage meaningfully with people with lived experience.

   a. Provide guidance and resources to reporting entities under the *Modern Slavery Act 2018* (Cth) on safely engaging people with lived experience and affected stakeholders in trauma-informed and culturally sensitive ways, building on the guidance by the Attorney-General's Department.[15]

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[10] *Engagement of lived experience makes policies more effective*, Modern Slavery & Human Rights Policy & Evidence Centre, 2022.

[11] See research by Associate Professor Ghena Krayem.

[12] See for example: Howe, J., Clibborn, S., Reilly, A., Van Den Broek, D., Wright, C., *Towards a durable future: Tackling labour challenges in the Australian horticulture industry*, Adelaide, Australia: University of Adelaide, 2019; Sun, J., Veen, A., Wright, C., *'While Strictly Speaking It Is Illegal, You Can Work as Long as You Want': How Platform Facades Enable Gig Workers to Comply With, Bend and Break Migration Rules,* New Technology Work and Employment, 2025.

[13] See research by Associate Professor Susan Banki.

[14] *Illuminating Lived Experience: Exploring Researcher Perspectives: on Co-design Through Participatory Methods*, Sydney Policy Lab, 2024.

[15] *Modern Slavery Lived Experience Engagement and Empowerment*, Australian Government, 2024.

b. Identify and play a connecting and enabling role to increase opportunities for people with lived experience to participate in anti-slavery advocacy and programs. This could involve seeking out and facilitating opportunities for people with lived experience to participate (with adequate support and compensation) in policy initiatives, industry forums and advisory groups, research and events.

c. Work with people with lived experience to evaluate the direct benefits for survivors in participating in policy, advocacy and engagement work and communicate the wider benefits for the anti-slavery community in incorporating lived experience expertise into interventions.

d. Mobilise government, business, worker organisations (e.g. trade unions) and the philanthropic community to identify new channels of support, including funding, for organisations working directly with people with lived experience of modern slavery.

Contributors to the University of Sydney's submission

Our submission was co-authored by the University's Modern Slavery Unit, along with seven academics from our Faculty of Science, Sydney Business School and Sydney Law School.

The Modern Slavery Unit provides a University-wide strategic approach to identifying and addressing modern slavery risks, embedding respect for human rights across our governance, policy and operational settings. The Unit also connects academics with business, government and civil society, enabling opportunities for collaboration and innovation on business and human rights.

Chris F Wright is the Professor of Work and Labour Market Policy at the University of Sydney Business School where he is the Principles for Responsible Management Education (PRME) Academic Director. Chris's research examines the institutional drivers of and barriers to the attainment of decent work. His expertise relates to the regulation of work, employment relationships and labour migration particularly in low-wage sectors.

Joy Murray is a member of the OAASIS (Open Analysis to Address Slavery in Supply chains) team and an Honorary Senior Research Fellow in the School of Physics. Joy, along with Joss Bland-Hawthorn, founded the OAASIS project with a grant from the Physics Foundation in 2020. In the 2023 Anti-Slavery Freedom Awards the project won the award for Innovation.

Dr Jyotirmoyee Bhattacharjya's research involves building solutions for practitioners in collaboration with industry and government, focusing on applications of artificial intelligence (AI) and modern slavery risk management (MSRM). Her AI-related projects involve designing solutions for predictive analytics as well as applications of large language models across different industry sectors. Jyoti's research on MSRM has involved a close collaboration with the NSW Office of the Anti-slavery Commissioner and the development of an inherent risk identification tool for procurement teams in the public sector.

Martijn Boersma is an Associate Professor in the Discipline of Work and Organisational Studies whose research focuses on the intersections of modern slavery, business and human rights, and the ethical responsibilities of companies in global supply chains. Martin has received various government grants, including an Australian Research Council DECRA fellowship examining the nexus between modern slavery and climate change, and has led funded projects on regulatory compliance across sectors such as commercial cleaning and cotton production.

Polina Smiragina-Ingelström is a Research Affiliate at the Sydney Institute of Criminology and a lecturer and senior research manager at the Danish Institute in Stockholm (DIS). She serves as Executive Secretary of the ESC Victimology Working Group and sits on the *Journal of Modern Slavery* advisory board. Polina's research focuses on gender, victimhood, and help-seeking in human trafficking and exploitation. With experience at UNODC, OSCE, and UN-Migration (IOM), she has worked directly with refugees and trafficking survivors.

Thomas Astrum is a Research Officer and Casual Academic at the Institute of Transport and Logistics Studies, part of the Sydney Business School. He is the project lead for the development and ongoing research updates of the NSW Anti-slavery Commissioner's Inherent Risk Identification Tool (IRIT) and guest lectures on identifying modern slavery risks in supply chains. Thomas has 20 years of experience in supply chain management, purchasing, and procurement in the private sector.

Vivienne Reiner, PhD candidate, Faculty of Science and former research officer for the OAASIS project in the Faculty's School of Physics. As part of the OAASIS project, Vivienne led a comprehensive review and analysis of global modern slavery data, estimates and potential proxies. The resultant paper has been accepted into the Journal of Industrial Ecology and will be published in the first half of 2025.