

Sustainability

Sustainability is core to UTS's distinctive identity. Our journey towards a more sustainable future is reflected in the implementation of the UTS Sustainability Strategy 2023–2027 and the Climate Positive Plan. Staff, students, partners and the community have all contributed to the positive outcomes achieved in 2024 through their active engagement in sustainability initiatives.

In recognition of our performance, UTS won the Australasian Campuses Towards Sustainability Green Gown Award for Sustainability Institution of the Year and will now go on to contest the category in the International Green Gown Awards in October 2025.

Sustainability Framework

Sustainability at UTS is guided by the Sustainability Framework comprising the:

- Sustainability Policy, which articulates our sustainability principles, governance authorities and responsibilities
- Sustainability Strategy, which outlines the way in which sustainability is integrated into UTS's operations, with specific goals and targets. The strategy's implementation is overseen by the Sustainability Steering Committee and guided by the Sustainability Development Goals and Climate Action working groups
- annual UTS Sustainability Report to Council detailing the university's performance and achievements.

United Nations Sustainable Development Goals

UTS is a signatory to the University Commitment to the United Nations Sustainable Development Goals (SDGs) and participates in the UN Global Goals month (September) which raises awareness of the SDGs in teaching, research and operations.

The Global Goals month expanded in 2024 to over 500 staff, students and visitors attending events, which included an interactive exhibition, photo competition and a series of discussions with academics with work focused on making progress towards achieving the SDGs.

Since 2021 the annual UTS Sustainability Report has reflected the SDGs framework, reporting on our activities against all 17 SDGs. The UTS website contains case studies for each goal and specific examples of how staff and students are making an impact.

Climate Positive Plan

As part of the Climate Positive Plan, the following work was undertaken in 2024:

- commenced our retail electricity Power Purchase Agreement (PPA)
- began procurement of a solar farm PPA
- procured a new utility bill management platform to enable visibility over expenditure and provide quality data for sustainability reporting
- started the upgrade of our energy and water monitoring system to enhance energy efficiency opportunities and enable the identification of faults and leaks
- commenced the design and procurement of stage 1 of the battery project and the electrification project to lower peak demand charges and reduce the strain on the electricity grid and reduce the university's carbon emissions by transitioning away from gas
- completed post-occupancy evaluation surveys of the Library, Faculty of Engineering and Information Technology, and Law, to assess occupants' satisfaction with the indoor environment quality performance, and
- launched the Sustainability Impact Dashboard to measure, track and communicate UTS's environmental and strategic sustainability performance and progress.

UTS's progress towards 100% renewable electricity and net zero for scope 1 and 2 emissions by 2025 are on track.

Sustainability performance

- UTS improved one place to achieve 13th globally in the Times Higher Education Impact Rankings 2024 (based on the UN SDGs) and placed 5th in Australia. UTS achieved the number one position globally out of 2152 universities for SDG 17 Partnerships for the Goals, which is testament to the university's strength in forming relationships with regional NGOs and government, cross-sectoral dialogue, and international collaboration, as well as best practice promotion and quality of reporting against the SDGs. UTS was also ranked highly in clean water and sanitation (5th), responsible consumption and production (12th), and climate action (15th).
- UTS was ranked 47th globally in the 2025 QS Sustainability Rankings and rose 3 places to achieve 5th in Australia.
- The 2024 UTS Council's sustainability impact target (based on performance in the Times Higher Education Impact Rankings) of 82 was exceeded, with 84 achieved.
- UTS Council's carbon intensity target of 85 tonnes CO₂-e/m² GFA (carbon dioxide equivalent per square metre of gross floor area) for 2024 was exceeded, with 78.5 achieved.

- The university's 2024 scope 1 greenhouse gas (GHG) emissions (direct emissions – mostly gas and vehicle fuel) were 3,356 tonnes. Scope 2 GHG emissions (indirect emissions – mostly electricity and chilled water imports) were 31,667 tonnes. Scope 3 GHG emissions (indirect emissions – mostly from goods and services) were 54,122 tonnes.
- Under the National Greenhouse and Energy Reporting scheme UTS's total scope 1 and 2 GHG emissions for 2023–24 were 32,335 tonnes CO₂-e, representing a decrease of 1629 tonnes or 4.8% from the previous reporting year. This decrease is largely a result of reduced gas consumption during the winter period, and was assisted by the implementation of building analytics projects, building management system tuning, chilled water imports, and ongoing energy and water efficiency initiatives.
- Energy use (electricity and transport fuel consumption) consisted of 44,957 MWh of electricity, 61,740 GJ of gas, 19.1 kL of fuel and 15,115 MWh of chilled water. 2024 electricity consumption has increased 5.9% from 2023 partially due to a 9.4% increase in student numbers. The university's 16 fleet vehicles travelled a total of 146,514 km. Gas consumption for 2024 increased 6.6% compared to 2023 due to a colder winter, but will decrease as UTS starts to electrify its heating plant.
- UTS's 2024 potable water consumption was 149,540 kL, a 1.3% increase from 2023.
- 87.7% of operational waste generated (495.9 tonnes) in 2024 was diverted from landfill. Waste diverted from landfill consisted of plastics, metal, paper, organics and refuse derived fuel.
- 91.7% of construction waste generated (518 tonnes) in 2024 was recycled, which was comparable to 2023's recycling rate of 92.2%.
- 6,558,239 printed pages were produced in 2024, a 7.1% decrease from 2023 (7,063,200 pages).

Engagement activities

We held our annual Green Week, and our students and staff were active throughout the year with regular sustainability-related workshops and social events.

Our online audience continued to grow through the UTS Sustainability website, and we launched the UTS Sustainability Instagram site this year, which tripled the reach of our Facebook group.

Our external engagement activities included presenting the Sustainability Impact Dashboard at the Australasian Campuses Towards Sustainability conference in Tasmania, as well as the resources developed at UTS to assist academics to embed sustainability into their subjects and courses.

We participated in the UN Sustainable Development Solutions Network Community of Practice for Education for Sustainability and the SDGs. We also continued our participation in the City of Sydney Council's Better Buildings Partnership leadership panel and in the climate positive, circular economy and resilience working groups.

First Nations education, research and employment

Strategies and governance

We continued to develop the next iterations of our Indigenous Education and Research and Wingara Indigenous Employment strategies. UTS Indigenous staff and committees provided input and feedback. The Indigenous Education and Research Strategy will be approved in mid 2025 with the Wingara strategy to follow later in the year.

We also refined UTS's inaugural draft Confirmation of Aboriginal and Torres Strait Islander Status Procedure for staff. This important process provides a means for our Indigenous applicants and staff to confirm their Aboriginal and Torres Strait Islander status to UTS in a way that is sensitive and meets sector and community standards. The procedure will be finalised and implemented in 2025.

We drafted UTS-wide Indigenous Cultural and Intellectual Property (ICIP) guidelines for consultation with key stakeholders.

Students

At the end of 2024, our Indigenous student headcount was 406, up from 367. This is the highest number of Indigenous students in UTS's history. The Indigenous student participation rate is at 1.09% as at the end of 2024.

Staff

Indigenous staff employed on a fixed-term and continuing basis increased by 5 this year to 83, with 2.2% Indigenous staff participation achieved against the overall 3% target (up from 2.1% in 2023).

Of the 83 Indigenous staff at UTS, 51 (3.3%) are academic staff and 32 (1.5%) are professional staff, which includes 5 senior managers.

Of the 51 academic staff, 22 are professoriate staff (academic levels E-D) and 29 are academics (levels A-C).

An additional 29 casual staff increased the total number of Indigenous staff to 112 in continuing, fixed-term and/or casual positions.

Indigenous Graduate Attribute

In 2024, the Indigenous Graduate Attribute (IGA) saw increased engagement and recognition across all faculties.

The Indigenous teaching and learning team completed 100% of IGA implementation plans for submission to the Courses Accreditation Committee in 2024.

We continued to support staff by running 3 monthly programs: IGA workshops, IGA cultural capability workshops and culturally safe Indigenous teaching and learning workshops. A total of 235 staff attended the 3 workshop types, which is 156% achievement of the target of 150 participants for 2024, well above the anticipated attendance rate.

Research

Our Indigenous research continued to make significant and meaningful contributions that result in positive change for First Nations peoples.

We worked throughout the year with local Indigenous-led organisations, including the Coota Girls Aboriginal Corporation and the Kinchela Boys Home Aboriginal Corporation, to record survivor stories to support truth-telling and healing and to develop a comprehensive model of care for survivors and descendants of the Stolen Generations.

Our Indigenous-led research institute, Jumbunna Research, achieved \$2.7 million income against a \$2.3 million target.

Thirty-two research projects were approved for Indigenous research or projects involving Indigenous academics, including 9 category 1 and 24 category 2 to 4 research grants.

Professors Nicole Watson and Jason De Santolo were awarded an Australian Research Council (ARC) Discovery Grant worth \$723,213 for their project Raising the Bar: Learning from the Life Stories of Indigenous Lawyers.

Our Laureate Fellow, Distinguished Professor Larissa Behrendt AO, and her team continued their research into taking a First Nations sovereign approach to decolonising colonial institutions. The \$3.5 million ARC project aims to reduce the harmful overrepresentation of Aboriginal and Torres Strait Islander people within the criminal justice, coronial and child protection systems.

Work also continued on our multi-year projects, including the \$35 million over 7 years for the ARC Centre of Excellence for Indigenous Futures. The centre, which is entirely Indigenous-led, aims to transform the life chances of Indigenous Australians through innovative cross-sector research utilising Indigenous Knowledges.

Four of our graduate research students graduated with a PhD this year.

National First Nations College

Following selection of a design competition winner in December 2023, work on the National First Nations College project continued throughout 2024.

We worked intensively with the design team, key stakeholders and consultants on feasibility testing, commercial and operational modelling.

In collaboration with the Office of the Pro Vice-Chancellor (Indigenous Leadership and Engagement), fundraising activity has been focused on the co-design and co-creation of strategic engagements with major corporate prospects. These are designed to create multiple points of alignment with the college, as well as UTS's Indigenous research priorities.

Equity, diversity and inclusion

Gender-based violence response and reporting

This year we continued to work on our prevention and response efforts to gender-based violence on campus. In particular, to ensure our alignment to the Department of Education's Action Plan Addressing Gender-based Violence in Higher Education.

This work will include implementation of a single reporting tool for our community, a core unit to respond to incidents of gender-based violence, and a coordinated prevention and response approach.

Other activities throughout the year included:

- UTS chaired the NSW Universities Prevention Connection, a network of experts brought together to address gender-based violence, including sexual violence and harm, at NSW universities.
- Our Sexual Harm Prevention and Response Policy was updated to respond to the action plan.
- The Student Services Unit hired 2 professionally trained, trauma-informed safety caseworkers. The role of the safety caseworkers is to provide dedicated confidential support and advice to students who have experienced sexual violence.

Further work will be undertaken in 2025.

Access and inclusion

Following successful co-design workshops with students and staff, the 2025-2029 Access and Inclusion Plan is being finalised and is expected to be released in the first half of 2025.

2024 saw key developments in accessibility including the opening of our purpose-built assistance animal toileting facility, which was designed with users and Guide Dogs Australia. In addition, works have commenced to improve access from the Goods Line to Building 6.

We've seen a steady increase in participation of students with disability; from 3% in 2017 to 8.3% of enrolments in 2024 (as at 8 January 2025).

Success rates for students with disability have also steadily increased from 85.5% in 2016 to 91% this year, which remains slightly below other students (94.2%) but above the 2024 target (88%).

Respect at UTS

This year we hosted our first Respect at Uni week in March. An initiative of Respect.Now.Always., the week showcased UTS's efforts to promote respect and inclusion across its diverse student and staff community.

To mark International Women's Day, award-winning author and UTS Luminary Anna Funder spoke on how the patriarchy continues to maintain the status quo. Associate Professor Ramona Vijayarasa and Professor Peter Siminski joined Anna to share insights and discuss how society can move towards more a more equitable model.

Cultural diversity and anti-racism

In 2024 UTS hosted Race Discrimination Commissioner Giridharan Sivaraman to speak to our community about the work the commission is undertaking in cultivating an anti-racist campus culture. We will continue to work with the commission in 2025 as the government's Respect at Uni: Study into antisemitism, Islamophobia, racism and the experience of First Nations people survey and project rolls out across Australian universities.

The UTS Multicultural Women's Network played a leading role this year promoting cultural diversity, bridging the cultural gender gap in leadership, exploring culture and identity in the diaspora, and language survival and revival. A highlight was the Say My Name project which delved into how to approach a diversity of names (for example, pronunciation, understanding cultural significance of names/heritage/histories) and to be proud of cultural diversity. The project was featured as part of Vivid Sydney, expanding the impact of our focus on cultural diversity and anti-racism beyond our campus.

During 2024 we participated in the pilot of the RISE (Realise. Inspire. Support. Energise) Project. RISE is a visionary project that aims to build pathways to leadership for women from culturally and racially marginalised backgrounds. It is designed to identify and break down systemic barriers and to assist organisations in supporting women in middle management to reach senior leadership positions within their organisations.

RISE is a collaborative project between Diversity Council Australia, Settlement Services International and Chief Executive Women and is funded by the Australian Government's Office for Women Women's Leadership and Development Program.

UTS hosted the first national Welcoming Universities Summit. Welcoming Universities is a network to inspire and support Australian universities to develop a culture and practice of welcome, inclusion and belonging within their institutions, in the community, and across the higher education sector.

Gender equity

In 2024 was proud to earn 2 Cygnet Awards from Science in Australia Gender Equity (SAGE) for our initiatives to improve career pathways for women and girls in engineering and information technology.

The first award was for the UTS Women in Engineering and IT STEM outreach program. The program is run in 93 primary and high schools, where students are involved in project-based hands-on learning to increase girls' interest and confidence in STEM.

The second award recognised our efforts in supporting career progression for female graduate research students in the Faculty of Engineering and Information Technology by providing mentorship opportunities, fostering a better understanding of academic career pathways and promoting an inclusive culture within UTS.

Three additional Cygnet programs are now underway focused on recruitment, promotion and flexible work.

In other critical gender equity work, UTS examined its gender pay gap. The outcomes from this piece of work were shared with faculty and divisional leaders to help target initiatives to reduce UTS’s gender pay gap to less than 5 per cent as recommended by the Workplace Gender Equality Agency.

UTS’s gender pay gap has decreased from 11.4 per cent in the 2022–23 reporting period to 8.8 per cent in 2023–24.

LGBTQIA+ Inclusion

In 2024 UTS worked to support our LGBTQIA+ community through events including Pride Week, Queer Screen and IDAHOBIT (International Day Against Homophobia Biphobia and Transphobia) and Trans Awareness Week.

UTS students took part in a new project, Say My Name: Say My Pronouns, to engage our community around the importance of using people’s preferred pronouns.

The use of correct pronouns and names is part of a major piece of cross-university work to be undertaken in 2025; the ADAM (Anti-Deadnaming/Anti-Misgendering) project. This aims to ensure that UTS systems and processes appropriately support students and staff of all genders and that everyone feels welcome on campus and able to fully participate.

Widening participation

Since its launch in 2019, our U@Uni Academy, which offers an alternate, non-ATAR entry pathway for high school students from our partner schools, has offered 977 students from low socioeconomic backgrounds a place to study at UTS. The program’s success rate rose to 77% in 2024, up from 67% in 2023, highlighting its effectiveness as a pathway.

UTS consistently outperforms the sector average when it comes to student success, achieving a low SES success rate of 90% in 2023 compared to the sector average of 82.45%.

In February, the Minister for Education, the Hon. Jason Clare MP launched Fairfield Connect, a cutting-edge study hub to support students and the community of western Sydney. The hub will provide access to facilities including computers, high-speed internet, advanced video-conferencing capabilities and interactive technology-enabled learning studios.

We are committed to working on initiatives and projects such as Fairfield Connect to boost higher education attainment in western Sydney; one of the most socially, economically and culturally diverse regions in Australia.

UTS is partnering with Western Sydney University and the University of New South Wales on the hub.

Workforce diversity

UTS is committed to a workforce that draws on the diversity of people in the community.

		2020	2021	2022	2023	2024
Academic						
Women	%	44.9	45.3	46.3	47.8	48.6
	headcount	763	682	675	715	757
Aboriginal and Torres Strait Islander Peoples	%	2.1	2.2	2.6	2.8	2.9
	headcount	35	33	38	42	45
People whose first language was not English	%	23.1	23.9	23.5	24.2	26.2
	headcount	393	360	342	362	408
People with disability	%	2.8	2.9	2.9	3.3	3.3
	headcount	48	44	43	49	51
Professional staff						
Women	%	63.4	63.2	63.4	64.0	64.5
	headcount	1401	1200	1262	1365	1406
Aboriginal and Torres Strait Islander Peoples	%	1.3	1.1	0.8	1.3	1.5
	headcount	29	21	26	28	33
People whose first language was not English	%	20.1	20.4	20.8	21.0	22.3
	headcount	445	388	415	449	487
People with disability	%	2.6	2.7	2.6	2.4	3.3
	headcount	58	51	52	52	58

- Information is provided on all full-time and part-time staff employed at 31 March each year in line with Australian Government data collections.
- Staff on leave without pay are included in the figures.
- With the exception of gender, this information is collected from staff on a voluntary basis. The response rate across these diversity items is approximately 58%.

Gender-based violence response and reporting

Online reporting in 2024

This report summarises data from reports of sexual assault and sexual harm (SASH) submitted to the Student Services Unit (SSU) in 2024. It details student experiences submitted by students and staff via UTS’s 2 online reporting forms.

UTS students may complete an online report to make a disclosure or formal complaint about sexual harm. UTS staff are required to complete a summary form if they receive a SASH disclosure from a UTS student.

For the purposes of this report, student and staff SASH reports are referred to as student reports and staff reports respectively.

Use of online reporting forms in 2024

Overall, reports of sexual harm increased by 37.5% in 2024 (compared with 2023). Ninety-one per cent of reports received were student reports and 9 per cent of reports received were staff reports.

Incidents of SASH reported via online forms

Reported incidents	2021	2022	2023	2024
Student reports	3	13 (3) ¹	7 (2) ¹	10
Staff reports	63 (8) ¹	58 (9) ¹	73 (2) ¹	97 (9) ¹
Total use of online reporting forms	74	83	84	116
Total SASH incidents reported²	66	71	80	107

1. Incidents reported from 2 or more sources. Un-bracketed number indicates number of primary reports. Bracketed numbers indicate secondary reports.
2. Total represents number of unique incidents reported.

SSU student safety team

In 2024, following an expert external review in 2023, UTS established a dedicated student safety team in SSU comprising 2 safety caseworkers and one project officer. The safety caseworkers respond to student disclosures and/or reports of SASH while providing trauma-informed and person-centred case management to students. The team prioritises holistic support, including seamless referrals to SSU’s counselling, health, accessibility and financial support services and promotes collaboration across all areas of the university.

From October to December 2024 (when the safety caseworkers were operational), they responded to 21 cases of sexual harm. The cases were referred to the team by UTS Counselling, accessibility, UTS Security, faculty members and self-reported by students.

UTS areas reporting student disclosures

The majority of student disclosures were made to UTS Counselling.

The student safety team (safety caseworkers) began receiving and managing SASH reports in October 2024.

Staff reports by area ¹	Number	%
SSU Counselling	66	62.2%
SSU Accessibility	14	13.2%
Safety caseworkers (from October 2024)	8	7.5%
Faculty	13	12.2%
UTS Library	1	<1%
UTS Helps	1	<1%
UTS Housing	1	<1%
Unknown	2	<1%
Total	106	

1. Note that 106 is the total number of reports made by staff, including any duplicates.

Location of alleged SASH incidents

Most disclosures and reports were about an alleged SASH experience that had occurred off campus (71), with on campus (19) and unknown (17).

Available data indicated that off-campus locations where alleged SASH occurred included private homes of the student or other (19), off-campus UTS activities (9), UTS placements (4) and public transport (4).

Type of alleged SASH incidents on campus

Of the 19 reports of alleged SASH on campus, there were 14 complaints of sexual harassment, 3 reports of sexual touching without consent, one report of sexual assault and one report which was unsure of the category.

One incident of alleged sexual harassment was reported to police. Fourteen SASH incidents were referred for review by the Concerning Behaviour Assessment and Intervention Team (CBAIT). Of the cases referred to CBAIT, 6 were referred to misconduct.

SASH complaints against UTS staff

There were 3 reports that indicated the alleged respondent was a UTS staff member, including 2 sexual harassment reports and one report that was unsure about which category the incident fell under.

Health, safety and wellbeing

The current phase of our Health, Safety and Wellbeing Strategy 2023-2025 aims to solidify the progress made in the previous year and ensure that the improvements in health, safety and wellbeing are sustainable and embedded into UTS's culture.

The health, safety and wellbeing (HSW) team developed an approach to managing risk for UTS through 6 strategic pillars, with the objective to deliver sustainable performance improvements and cultural change.

Management commitment and leadership

- 155 senior leaders attended development sessions on psychosocial risk management in October
- A mock court on the importance of psychosocial risk management was held in June, presenting a fictional psychosocial case highlighting the impact of bullying and harassment in the workplace.

Consultation and communication

- Regular management attendance at the HSW working groups to participate in local HSW consultation
- Communications plan with monthly newsletters and annual calendar of events
- HSW Information Day stall that coincided with SafeWork NSW Safe Work Month in October.

Information and training

- Completed HSW training needs analysis for faculties and units to assess their HSW training requirements
- De-escalation training program delivered to over 180 staff on how communication can be used effectively to mitigate difficult situations
- HSW SharePoint site continues to be developed to enable effective communication regarding risks and hazards.

Risk management

- Development of research safety plan within Research Master to enable research programs to identify their risks and hazards prior to commencement of programs
- Continuation of the psychosocial risk assessment programs with customised psychosocial risk assessments in place for units and faculties
- Renewal training and refresher CPR and first aid training provided throughout 2024
- Development of lithium battery campus management approach to protect buildings and teaching/research activities.

Wellbeing

- Provision of TELUS Health employee assistance program throughout 2024 with increased usage for first time users of 3.2% of staff and increased returned users
- Implementation of fitness passport program for staff with 1100 staff and family members using the service.

Monitoring, reporting and verification

- Implementation of a regular 3-year review cycle for all HSW plans
- 12 HSW plans completed in line with the updated 3-year planning cycle
- Completion of 9 HSW team lead audits for faculty and unit HSW plans
- Implementation of the R3 upgrade of the hazard and incident reporting online (HIRO) program hosted by Riskware, including the roll out of the audit module resulting in over 800 inspections and audits being conducted across the buildings.

Wellbeing program

The 2024 series of wellbeing seminars involved 24 sessions across topics relating to physical, emotional, financial and career development. The sessions allowed staff to undertake both online and face-to-face opportunities for personal and professional growth.

The Wellbeing Champion network continued this year and saw information sharing at regular champions meetings.

A holistic approach to wellbeing will continue into 2025 with additional seminars and programs planned.

Incidents

A total of 492 injury and illness incidents were reported for 2024, which was a decrease from 502 on the previous year. Incidents involved a combination of staff, students, contractors and visitors. Of the 492 incidents, 41 required notifications to the workers compensation insurer. In addition to these reports there were 270 hazard reports submitted in 2024.

SafeWork NSW investigations and notices

There were 2 incidents that required notification to SafeWork NSW under the incident notification provisions of the Work Health and Safety Act 2011 (NSW), a decrease from 6 in 2023.

Both incidents were related to falling lighting fixtures and equipment that generated an electric shock.

Each of these incidents were fully investigated with the corrective actions all complete.

Workers compensation data 2024

- Premium impacting claims: 17
- Average cost per claim: \$26,848.12
- Premium: \$3,469,708.77 (including GST)
- Total workers compensation notifications: 41

Auditing and compliance

The HSW team completed 9 audits as part of the annual internal audit program. Findings from these audits were documented with actions assigned to each of the work areas. An additional 800 plus site-based inspections were conducted throughout the year.

Health and safety training

Across the permanent staff cohort compliance with mandatory health and safety training achieved an average of 90% in 2024. Consent Matters mandatory training remains high at 99% for permanent staff and 83% for casual staff.

Health management cases

A total of 85 cases were managed in 2024 with 51 of those cases closed out. Many of the cases managed throughout the year successfully returned to pre-injury duties.

Referrals relate to issues such as interpersonal issues with colleagues, workload, return to campus following treatment or surgery and staff with psychological conditions impacting them in the workplace.

The psychosocial risk assessments currently being developed in each faculty and unit will continue to play a role in increasing the awareness and understanding of early reporting by staff and requests for assistance by managers and supervisors when hazards are identified.

Modern slavery

Steps taken to ensure goods and services UTS procures are not the products of modern slavery

UTS recognises the existence of modern slavery risk across its supply chains. UTS has a structured modern slavery risks management process in relation to procurement and supply chains. This includes:

- **Risk management** – Modern slavery risk assessments are conducted annually and are part of a continuous improvement cycle.
- **Supply chains and ethical resourcing** – UTS remains an active member of the Australian University Procurement Network (AUPN). This collaboration helps universities demonstrate leadership, streamline efforts and drive meaningful change in supply chains. UTS has also strengthened processes around lists of preferred supplier panels, purchasing terms and conditions, supplier codes of conduct, modern slavery questionnaires and staff training modules.
- **Property and contractors** – UTS is aware of the modern slavery risk to people employed either by the university or indirectly where staff are sourced through contractors. UTS is committed to upholding the welfare and wellbeing of cleaners at its properties and recognises those companies who are likewise committed to ethical business practices.
- **Governance continuous improvement** – The UTS Modern Slavery Working Group brings together key stakeholders to ensure UTS is monitoring risk and responding to its obligations under Commonwealth and state legislation.

Actions to address the vulnerability of international students to modern slavery

Ensuring vulnerable student cohorts, including international students, are protected from modern slavery and other forms of exploitation continues to be a key area of action at UTS. This includes:

- **Awareness raising, education and support for international students** – UTS provides a wide range of ongoing services for international students to support their learning, health and wellbeing.
- **Awareness raising and education for staff and the wider community** – UTS continues to build a program of activities, events and communications designed to increase awareness of modern slavery among staff and students.
- **Reporting of modern slavery** – UTS actively encourages the reporting of any concerns related to modern slavery through a confidential reporting mechanism on its public website for staff, students and stakeholders.
- **Research and policy advocacy** – UTS is home to academics and research organisations such as Anti-Slavery Australia, which advance policy and advocacy on modern slavery in Australia.

Detailed information on actions taken in 2024 to support these key areas will be available in the 2024 UTS Modern Slavery Statement to be submitted to the Australian Government by 30 June 2025.

Consultants

The university paid \$44.14 million for external consulting services in 2024, of which \$12.84 million was for capital works. A total of \$9.36 million was paid for consultancies consisting individually of less than \$50,000.

Consultants were contracted by the university in support of the execution and delivery of strategic and operational projects including capital building and information technology programs of work and supporting the university's teaching and research activities.

Payments in excess of \$50,000 totalled \$34.77 million and are listed below.

Building works

Company	Category	Project	\$
H2O Architects Pty Ltd	Architect/design	CB15 Decant project, UTS College relocation project, Advanced Prototype Packing Facility project	931,865.00
HDR Pty Limited	Architect/design	Campus Master Plan	579,268.00
Jones Lang Lasalle (Nsw) Pty Limited	Commercial real estate agent	UTS National First Nations College, CB01 ITU Refurbishment Project-Workplace Strategy and Change Management	384,627.50
Tranzformd Pty Ltd	Contractor	Operations Division Office - Workforce Management & Planning	358,539.50
CCG Architects Pty Ltd	Structural engineer	UTS DAB - Good Line access improvement project, CB01.19 Flexible Workspace	302,361.80
Burtenshaw Scoufis Architecture Pty Ltd	Architect/design	FEIT Tech Lab - Block D fit out, Yura Mudang carpet replacement, CB01 L7 & 8 Podium/Balcony areas remedial waterproofing works	277,973.00
RPS AAP Consulting Pty Ltd	Architect/design	CB15 Decant project, UTS College relocation project, Goods Line South/Building 6 access improvement	224,479.75
Marsh Pty Ltd	Insurance broker	Insurance broker and risk management solutions, Valuation fee - Land & buildings	222,884.07
The Trustee For BGE Unit Trust	Energy/BMS consultant	Building optimisation, NSW Energy Savings Certificate accreditation	162,826.69
Johnson Controls Australia Pty Limited	BMS/HVAC consultant	CB04 & CB10 miscellaneous HVAC controls replacement, Campus EMS upgrade project	156,811.03
Turf Design Studio Pty Ltd	Landscape architect	Campus Domains Landscape Architecture, Goods Line South / Building 6	155,348.00
Warren and Mahoney Living Australia Pty Limited	Architect/design	UTS National First Nations College -Briefing Refinement inc Design Workshops and Studies	139,450.97
DJMT Pty Limited & The Trustee for Ajaycee Trust & Wish Estates Pty Limited T/A Cook Wish Ellison	Commercial real estate agent	Leasing agents fee - for Create NSW, B5B L5 CAPA	131,981.33
Arup Australia Pty Ltd	Engineers	CB03 remedial works, CB01 Façade replacement - Level 3&4, CB01 Façade spalling - priority remediation work	127,720.80
Foran Design Pty Ltd	Architect/design	CB11.06.101 TO 103 Cyber Security Teaching labs, FEIT Control Lab CB11.11.300, CB11.B1.203-204 MME Manufacturing Workshop	113,090.00
NDY Management Pty Ltd T/A Norman Disney & Young	Electrical engineer	City Campus Electrification Strategy Report	104,300.00
Kinrite Building Services Pty Ltd	Project management consultant	CB05 - All Blocks - Remediation works for roofs & hazardous materials removal, CB10 - Replacement of fire indicator panel, CB01 façade spalling - priority remediation work	94,600.00
Hoslab Services Pty Ltd	Gas reticulation consultant	CB04 - Gas Sensor Upgrade Works	90,529.50
All Aces Clean Pty Ltd	Cleaning and restoration consultant	CB05 - All Blocks - Hazardous materials investigations & remediation works	75,330.10

Company	Category	Project	\$
DJRD Unit Trust	Architect/design	CB01 Façade replacement - Levels 3 & 4	60,560.00
Wilde & Woollard Pacific Pty Limited T/A Wilde and Woollard Pacific Pty Ltd	Quantity surveyor	CB15 Decant, UTS College relocation project, Advanced Prototype Packaging Facility(APPF)	60,400.00
RLK Oceania Pty Ltd	Electrical engineer	CB02 Replacement of UPS Batteries	59,650.00
Donald Cant Watts Corke (Nsw) Pty Ltd	Quantity surveyor	Advanced Prototype Packaging Facility - CB04A Cleanroom facilities	55,884.00
Buildings Alive Pty Ltd	Engery/BMS consultant	Electricity demand management & Central plant optimisation - UTS Buildings BMS & EMS points audit	51,874.00

Consulting

Company	Category	Project	\$
Deloitte Risk Advisory Pty Limited	Business consulting	Agreed hours remediation - Project Staff Cost, HR Transformation - Planning and Select Modern HR Platform (ERP), Identity Governance and Administration (IGA) project	3,715,503.29
KPMG	Business consulting	Operational Sustainability, Optimisation of CASS, Maintain and Enhance Cybersecurity Posture	2,075,449.20
The Trustee for The Thriving Trust T/A Beyond Excellence	Business consulting	Facilitating executive leadership and team development forums	762,000.00
UTS Research And Innovation Institute (Shenzhen) Co Ltd	Business consulting	UTS Shenzhen Intercompany Service Fee	342,847.61
Minter Ellison T/A Minter Ellison Lawyers	Legal consultant	Legal advise for agreed hours remediation - Project Staff Cost	281,601.35
N.J Abrahams & Others T/A Norton Rose Fulbright	Legal consultant	UTS National First Nations College - Legal advice for electricity procurement	240,437.55
S.W Cameron & B.C Chau & D.B Fischl & P Hendriks & R.R Irvine & C.I Leaver & N Marhaba & N.D Tancred & Q.K Wong T/A Hicksons	Legal consultant	HR Transformation - Planning and Select Modern HR Platform - ERP Program	222,846.88
Cloudrock Asia Pacific Pty Ltd	Business consulting	ERP Program Director	221,921.87
Era Co Pty Ltd	Placemaking consultant	UTS Campus Masterplan 2040 Strategy -Future Needs Analysis addendum, UTS Creative Industries Project Space Needs Analysis	216,770.00
Endpoint IQ Pty Ltd	Business consulting	Data Sharing Architecture Strategy and high-level roadmap	207,350.00
Peter Berry Consultancy Pty Ltd	Executive coaching/assessment	Executive Coaching for UTS Business Futures course participants coaching, along with Hogan assessments	178,440.00
Deloitte Touche Tohmatsu	Business consulting	UTS National First Nations College	173,786.88
The Trustee for Policy Insights Trust	Public policy consultant	IPPG public policy and organisational strategy project - Neighbourhood Facilities Portfolio Review	160,940.00
De Luxe & Associates Pty Limited	Website marketing consultant	DAB - Creative Industries Visualisation Project, Transform UTS online presence	151,050.00
AWS Consulting	Business consulting	In Country Liaison - Europe	148,239.53
Parthipan S/O Poospernathan	Business consulting	In Country Liaison - Singapore	130,957.08
ABM Technologies Australia Pty Ltd	Business consulting	Build of Activity-Based Models (cost allocation) Model to replace current excel model	130,000.00
O'Connor Marsden & Associates Pty Limited	Probity audit services	UTS National First Nations College, HR Transformation - Planning and Select Modern HR Platform (ERP program)	127,387.75
Patternmakers Pty Ltd	Business consulting	Market Research for UTS Creative Industries	124,938.00
Punika Jaiswal	Business consulting	In Country Liaison - India	110,928.25
Shibashis Sengupta	Business consulting	In Country Liaison - India	109,186.56
Fixinc Consulting Partners	Business consulting	Business Continuity Management Program	108,270.00
Nguyen Nhut Hung (Hugo)	Business consulting	In Country Liaison - Vietnam	105,459.68

Company	Category	Project	\$
Goodnews Strategy & Communications Pty Ltd	Business consulting	FEIT - Project management and proofreading for various projects and research grant applications	100,200.00
Hays Specialist Recruitment (Australia) Pty Limited	Business consulting	Contractor for Operational Sustainability	98,294.17
Vesna Event Crafters Pvt.ltd	Business consulting	In Country Liaison - India	95,446.34
Ruth John	Business consulting	In country Liasion - Africa	84,304.90
Picnic Customer Intelligence Pty Ltd	Market researcher	Postgraduate segmentation	84,000.00
Pricewaterhousecoopers	Business consulting	Maintain and Enhance Cybersecurity Posture Project	83,428.00
Saptarshi Roy	Business consulting	International Business Development - Offshore Expansion India	82,050.00
Utopia Digital Group Pty Ltd	Business consulting	Create virtual representation of a physical system (Digital Twins) for FEIT microcredential courses e.g. Building Information Modelling (BIM) course, Digital Engineering for Design Managers	81,999.98
Pham Huong Tra	Business consulting	In Country Liaison - Vietnam	79,941.68
Siska Yaputra	Business consulting	In Country Liaison - Indonesia	77,808.72
Unconscious Potential Pty Ltd	Coaching	ISF transformation project -CSI Renewal Capability Project Support, DAB & UTS Health Academic Supervisor Program	76,774.00
Ann Toh Lai Yin	Business consulting	In Country Liaison - South East Asia(Malaysia), International Business Development- Offshore Expansion	76,399.92
Azra Barodawala	Business consulting	In Country Liaison - South Asia Country Liaison (Nepal)	67,240.06
Hifsa Mukhtar	Business consulting	International Business Development - Offshore Expansion - Pakistan	64,294.00
GJW Enterprises Pty. Ltd.	Business consulting	Facilitation & Partnerships - Application Writing Services - ARC Centres of Excellence Grant	60,000.00
DT Gilbert & S Nickless & WR Spain	Legal consultant	AI Safety Standard - NAIC / UTS Human Technology Institute project, UTS Rowing Club Endowment Fund	59,362.00
Moody's Investors Service Pty Limited	Investment consulting	Management fee - credit ratings	58,142.20
HCM Australia Pty Ltd	Business consulting	Consultant for Operational Sustainability	58,102.89
Neva Danielle Collings	Legal consultant	Indigenous Cultural and Intellectual Property Stage 2 Guidelines	57,600.00
Bob Bestari	Business consulting	International Business Development - Offshore Expansion Indonesia	52,007.48
Serendis Pty Ltd	Coaching	Research Professional Development Schemes - Mentoring Program 2024	51,800.00
Growth Mantra Pty Ltd	Business consulting	Creative Industries Strategic Lead - develop a Creative Industries Strategy	50,000.00

Research

Company	Category	Project	\$
Creative Activation Pty Ltd	Research	ISF external research project - Uber Eats order sprints	403,822.00
Design & Industry Pty Ltd	Research	FEIT external research project - Miniature Physiological Sensors with Integrated Brain Signal Decoders for Brain-Robot Interaction	345,569.07
The University of Wollongong T/A University Of Wollongong	Research	Eastern Australia Regional University Centre Partnership Consortium, FASS external research project- PNG Pilot: FFA Indicator framework to monitor contributions to sustainable development for Pacific Tuna Industries	308,503.78
Clothing Stewardship Australia Limited	Research	ISF external research project - Product Stewardship - National Clothing Product Stewardship Scheme	286,256.79
Lembaga Teknologi Ftui	Research	ISF external research project- Lifecycle costs for rural piped schemes	283,439.36
Uber Pacific Pty Ltd	Research	ISF external research project - Uber Eats order sprints	223,380.66
Center For Regulation Policy And Governance	Research	ISF external research project - Lifecycle costs for rural piped schemes, Future proofing a basic social service: climate-resilient community-based rural water supply	174,164.30
University of New South Wales	Research	Various research projects e.g Australia-EU Hydrogen Climate Dialogue, Achieving Circularity: Development of a sustainable and viable model to reuse hospital waste, 3D Printed Self-Deployable Antenna Arrays for CubeSat Applications	171,387.05
Universitas of Indonesia	Research	ISF external research projects - Indonesia sanitation emissions, KONEKSI Future proofing a basic social service: climate-resilient community-based rural water supply, Groundwater and Climate Resilient WASH - Indonesia	169,211.21
Australian Genome Research Facility Limited	Research	Faculty of Science research projects e.g The infectome of NSW dairy calves, a genomic microbial surveillance, Understanding the origins and molecular epidemiology of Bluetongue virus serotypes in NSW	165,616.00
Kwan, Ka Shun T/A Ka Shun Kwan	Research	FEIT external research project- Revolutionising Mineral Separation using Additive Manufacturing	147,474.78
Deloitte Consulting Pty Limited	Research	"Australian Ocean Energy Group - Fisheries Research & Development Corporation Microgrids in the Aquaculture Industry"	136,709.67
Zhao, Ming T/A Ming Zhao	Research	FEIT external research project- Hyperspectral imaging and Artificial Intelligence-driven dairy food and plastic waste provenance, Blockchain-based Melanoma data management	125,990.00
Pureprofile Pty Limited	Research	CHERE external research projects - Measuring and valuing changes in child health to facilitate robust decision making, Equitable funding for health care: integrating social outcomes	120,756.40
Testpoint Pty Ltd	Research	Faculty of Health external research project - Development and Evaluation of an Internet-based Clinic for Stuttering	115,243.32
University of New South Wales T/A The Ramaciotti Centre For Gene Function Analysis Biological Sciences Building (D26)	Research	Various research projects - e.g Development of a molecular mRNA signal assay that assesses the infectious potential and growth dynamics of Chlamydia trachomatis (CT) present in clinical samples, ARC Research Hub for Solutions and Stewardship to fight AMR	98,186.70
Outside Opinion Pty Ltd	Research	Advice on research grants e.g. ARC, DAB - MCR Emerging Leaders Program	92,840.00

Company	Category	Project	\$
Syntro Pty Ltd	Research	Faculty of Health external research projects - Support for Cancer Clinical Trials Program, Better Treatments For Breathlessness In Palliative and End of Life Care	86,988.09
The Hanover Research Council LLC	Research	Increase international funding opportunities for Academics -connect internationally and engage in mutually beneficial collaborative projects	85,637.02
Aurecon Australasia Pty Ltd	Research	ISF external research project - Telecommunications Resilience Investment Pilot	85,344.39
Schoen Initiatives Pty Ltd	Research	ISF external research project - European Union Climate Dialogues Green Hydrogen project	75,257.30
Mineral Carbonation International Pty Limited	Research	FEIT external research project -Low carbon footprint supplementary cementitious materials for concrete and blended cement use from mineral carbonation	75,000.00
Cantho University	Research	ISF external research project- Groundwater and Climate Resilient WASH - Vietnam	66,920.00
Syncline Energy Pty Ltd	Research	Australian Ocean Energy Group - Fisheries Research & Development Corporation Microgrids in the Aquaculture Industry	66,000.00
The University of Queensland	Research	SCI Climate Change Cluster (C3) external research project - Young Henry Brewery and Meat and Livestock Australia investigate if micro-algae can reduce methane emissions	64,732.12
Marine Environment and Resources Foundation, Inc	Research	FASS external research project - Enhancing Marine Environmental Governance in Indonesia and the Philippines	63,746.00
Howard Partners Pty Limited	Public policy consultant	IPPG research project - Regional Activation Strategy and related research for Office of Regional Economic Development	62,411.90
Adam Edmond Thompson Bryant	Research	FEIT external research project - Development of industry code and technical evidence base to implement Optus Outage Review Recommendation 3	60,060.00
Healthcare Information And Management Systems Society - HIMMS	Research	CHERE external research projects - Valuing digital health maturity: Evaluation of the health economic impact of increasing regional digital health ecosystem maturity	60,000.00
South Western Sydney Local Health District	Research	Faculty of Health external research - The APRICA program - Accelerated translational research in Primary Liver Cancer	54,137.65
Smart MCS Pty Ltd	Research	FEIT external research project - Intervertebral disc-on-a-chip: a precision-engineered platform for low back pain studies	53,649.00
Michelle Anne Webb	Research	Faculty of Health Nursing external research project - Improving coverage, confidence and knowledge about COVID-19 vaccination among Aboriginal Women of child-bearing age in Western Australia	51,394.13
Connell, John T/A John Connell	Research	Faculty of Health external research project - Improve Quality of Nursing and Midwifery Education and Regulation with a long term aim to address shortage of nurses and midwives in the Pacific Island countries and areas - Phase 1	50,279.37
Scimita Operations Pty Ltd	Research	"Technology, Development and Commercialisation Roadmap for UTS Novel Sodium-ion Battery Commercial Review	50,000.00

Information technology and software

Company	Category	Project	\$
Levo Digital Pty Ltd	Digital transformation consultant	Transform UTS digital presence program - Digital strategy	3,952,721.24
Testpro Pty Ltd	Software consulting	CASS to the Cloud Project - Testing Services including Automation Testing Services, Curriculum Management Modernisation	1,235,340.76
Cybercx Pty Ltd	Cybersecurity specialist	Maintain & Enhance Cybersecurity Posture Program, Data retention project	630,532.87
TMlabs Pty Ltd	Software implementation	Service Management and ServiceNow engineering services, Build & Integration (SCP Program)	522,099.98
ISG Information Services Group Americas, Inc	Software consulting	UTS ERP Procurement Consultancy Services	442,820.00
Capgemini Australia Pty Limited	Software development	Salesforce Test Analyst, Build & Integration (ESM Program)- replacement of the UTS existing ServiceNow Platform	431,205.00
DXC Connect Pty Limited	Software consulting	Solutions Consultant for Microsoft 365, Enhance Identity Platforms	400,468.49
Simplus Australia Pty Ltd	Software implementation	Enhance data foundations of the Salesforce platform - Customer Interaction	395,048.96
Australian Centre For Advanced Computing And Communication Pty Ltd T/A Ac3 Pty Limited	Software development	Build & Integration (ESM Program) - replacement of the UTS existing ServiceNow Platform	374,463.56
Grimmer Pty Ltd	Software consulting	CASS to the Cloud - Tertiary Collection of Student Information (TCSI) functionality setup and configuration	226,400.00
M & S B Solutions Pty Ltd	Software consulting	Data Sharing Architecture Strategy Delivery	211,400.00
The Trustee For Core Ideas Unit Trust	Software consulting	Content strategy and design for a refreshed digital onboarding campaign	185,149.44
Accenture Australia Pty Ltd	Software development	"IT Operating Model Program - Transformation Office, Change Readiness, Agile New Ways of Working, Organizational Design and Skills"	175,286.55
Anatas Pty Ltd T/A Atturra Data & Integration	Software consulting	CASS to the Cloud	164,854.70
DXC Red Rock Pty Ltd T/A Red Rock Consulting Pty Ltd	Software consulting	Database support consultant for HR Transformation - Planning and Select Modern HR Platform (ERP program)	147,200.00
CourseLoop Pty Ltd	Software development	Curriculum Management Modernisation	144,827.00
Agile Analytics Pty Ltd	Software development	Generative AI Framework, Designing, build and deploying an AI chatbot solution with supporting components for students	134,000.00
One Diversified (Aust.) Pty Ltd	Audio visual consultant	CB01.19 PU meeting rooms AV upgrade	121,638.99
Enterprise IT Resources Pty Ltd	Software consulting	Agreed Hours Remediation - Project Staff Cost	75,433.33

Marketing and communications

Company	Category	Project	\$
Peter Berry Consultancy Pty Ltd	Executive coaching/assessment	Executive Coaching for UTS Business Futures course participants coaching, along with Hogan assessments	178,440.00
De Luxe & Associates Pty Limited	Website marketing consultant	DAB - Creative Industries Visualisation Project, Transform UTS online presence	151,050.00
Enigma Communication Pty Limited	Marketing agency	Transform UTS digital presence program - UTS's Digital Stories Hub	113,000.00
Grainger Films Pty Ltd	Film production consultant	International profiling and branding	105,975.70
Picnic Customer Intelligence Pty Ltd	Market researcher	Postgraduate segmentation	84,000.00
Symmetry Media Pty Limited	Creative agency and production consultant	Creative development & production of - UTS Impact Report Content, VC Video Production, Donor Impact Cutdown Package	68,565.50
Writemedia Pty Ltd	Media & internet, publishing consultant	Content strategists - Review, edit, advise and report writing on various research projects	56,443.85

Teaching and learning

Company	Category	Project	\$
Peter Berry Consultancy Pty Ltd	Executive coaching/assessment	Executive Coaching for UTS Business Futures course participants coaching, along with Hogan assessments	178,440.00
Transport For NSW	Short course facilitator	Short course - NSW Movement and Place workshops, FASS external research project - Transport for NSW AVAS Soundscape	161,486.75
Proctoru, Inc.	Remote proctoring consultant	Provision of Online Examinations	157,927.78
Batyr Australia Limited	Counselling service	BATYR Project - programs for mental health and crisis intervention	105,000.00
Empowering Engagements Pty Ltd	Short course facilitator	Plus UTS Business Futures course - e.g ACCIONA - Future Leaders (2024 - 2026), Acciona: Senior Leaders Program	92,284.37
The Trustee For Skinner Family Trust T/A Sandal Consulting Pty Ltd	Short course facilitator	Faculty of Business Short Courses - Lean Six Sigma program	70,520.00
Serendis Pty Ltd	Coaching	Research Professional Development Schemes - Mentoring Program 2024	51,800.00
Engineers Without Borders Australia Ltd	Course facilitator	UTS Program - STEM X NSW Schools Outreach Program	50,000.00

Contractors

Company	Category	Project	\$
Tranzformd Pty Ltd	Contractor	Operations Division Office - Workforce Management & Planning	358,539.50
The Trustee For SDC Squared Trading Trust	Contractor	Agreed hours remediation - Project Staff Cost	314,934.29
Sandham Consulting Pty Limited	Contractor	Operational Sustainability	270,750.00
Alexander, Kathryn T/A The Unfolding Space	Contractor	UTS Business Futures- short course programs	200,561.64
FJS Workplace Solutions Pty Ltd	Contractor	Legal Advice for Agreed Hours Remediation - Project Staff Cost	191,000.00
Five Whys Consulting Pty Ltd	Contractor	Research Translation services	135,160.16
Gabrielle Carney	Contractor	Fellow at the UTS Human Technology Institute - Policy, law and strategy expert	132,418.35
Art of Coaching Pty Ltd	Contractor	Research project - UTS Climate Change Cluster (C3) Algenie development	126,021.16
Irene Ann-Kerstin Schofer	Contractor	Strategic Lead Global and Digital Educa4on Innova4on	116,432.38
Birch, Suzzanne Maree T/A Sue Birch Consulting	Contractor	UTS Advancement Unit - Services	100,744.93
Crocker and Company Pty Ltd	Contractor	Strategy Advisor - Sydney Technology Innovation Precinct	96,750.00
Wallwork, Myfanwy Cein T/A Myfanwy Wallwork	Contractor	Centre for Social Justice and Inclusion - UTS Human Technology Institute operationalise the NSW AI Assurance Framework Fellowship program.	94,499.28
Prendergast Projects Pty Ltd	Contractor	Renewable Energy consultant - UTS Energy projects	89,955.22
Vanessa Chan Consulting Pty Ltd	Contractor	UTS Institute for Public Policy and Governance - short course programs with a focus on Local Government e.gCommunity Engagement Strategy for Bathurst Regional Council, Willoughby Council Planning Weekend	82,656.00
Prospect Research & Marketing Pty Ltd T/A Robert Lawrence & Associates	Contractor	Market Research for the Creative Industries Project in international regions	80,000.00
Melissa Louise Goodrope	Contractor	Creating Marketing communications for Indigenous Campaign Lead	62,804.26
Nicole Elizabeth Dryden	Contractor	Report writing - IPPG projects - Lead Partner Interviews and Draft Report	59,801.17
Equity By Design Pty Ltd	Contractor	Unpacking the Australian University's Accord's recommendation of reshaping outreach. UTS Centre for Social Justice - UTS Pathways Strategy - student equity strategy, program evaluation and inclusive service design	59,641.17
Campo Capital Pty Ltd	Contractor	Wage Remediation Project	58,050.00
Gaul Christopher Dominic T/A Parallel Lines	Contractor	Design consultant for DAB & ISF research projects - Values and Vulnerabilities Exhibition, Energy Ready: empowering energy-resilient communities	56,710.00
Robert Thomson	Contractor	Agree Hours Remediation - Project Staff Cost - SME	54,800.00
Maria Luciana Cucchiara	Contractor	Photography consultant for Digital Presence Program photography & post production work	54,100.00
Jean Clews	Contractor	Report writing for Faculty of Health external research project - Strengthening Health Workforce Education in Papua New Guinea	53,301.90

Investment performance

(Parent entity only)

For investment performance purposes, the university classifies investment funds into the following pools.

1. Cash and cash equivalents

This pool comprises university cash holdings held and managed in order to meet liquidity, working capital and short term returns requirements. The university manages this pool internally.

2. Managed funds

This pool comprises endowment funds donated to the university, invested with primarily a long-term view, returns from which are used to fund student scholarships.

Performance comparison table

		2023		2024	
Pool	Manager	Actual rate of return %	Benchmark rate ¹ of return %	Actual rate of return %	Benchmark rate ¹ of return %
Cash and cash equivalents	Internal	4.2	3.88	4.53	4.3
Managed funds	External	11.0	8.25	11.0	9.2

1. Benchmark rates are sourced from NSW Treasury Corporation Investment Management Funds Review Report as at December.