

Sustainability

Sustainability is key to UTS's 2030 vision to be a resilient and agile university, delivering impact which positively shapes a changing world. Our journey towards a more sustainable future is reflected in the implementation of the UTS Sustainability Strategy 2023–2027 and the Climate Positive Plan.

The university has achieved many positive outcomes in 2025 as a result of the active engagement of staff, students, partners and the community in sustainability initiatives.

We were internationally recognised for our sustained, whole-of-institution commitment and impact to becoming a sustainable organisation, winning the International Green Gown Award for Sustainability Institution of the Year, building on our win in the same category in the 2024 Australasian Campuses Towards Sustainability Green Gown Awards.

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 coordinates Global Goals month on campus in September to raise awareness of the SDGs in teaching, research and operations.

Over 500 staff, students and members of the UTS community attended Global Goals month in 2025 which included an interactive exhibition, photo competition, film night and a series of discussions with academics with work focused on making progress towards achieving the SDGs.

A Trailblazers for the Goals program where academics are assigned an SDG to champion was initiated in 2025, forming a campus-wide network of researchers and experts advancing 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 2025:

- achieved our 100% renewable electricity target in July
- commenced our solar Power Purchase Agreement
- continued the upgrade of our energy and water monitoring system to enable the identification of energy efficiency opportunities, faults and leaks
- commenced the design and procurement of stage 1 of the battery project, which will lower peak demand charges and reduce strain on the electricity grid
- commenced stage 1 of the electrification project to reduce the university's carbon emissions by transitioning away from gas
- enhanced the Sustainability Impact Dashboard that measures, tracks and communicates UTS's environmental and strategic sustainability performance and progress.

UTS's progress towards net zero for scope 1 and 2 emissions is on track.

Climate-related risks and opportunities

UTS's climate-related risks and opportunities have been identified and evaluated in our Climate Change Risk Assessment and Adaptation Action Plan, which outlines the potential material impacts that may reasonably be expected to affect the university's prospects.

UTS is managing these risks within its risk management platform to ensure that increased extreme weather events, regulatory changes and shifting stakeholder expectations do not result in infrastructure damage, higher operational costs and reputational harm.

We are embracing transition opportunities by moving to 100% renewable electricity across our campus operations, installing Battery Energy Storage Systems and commencing a staged electrification project that will replace fossil fuel boilers with heat pumps across campus.

UTS is preparing to report in accordance with NSW Treasury's Climate-Related Financial Disclosures in 2026, which aims to enhance transparency, accountability and climate resilience across public sector entities.

Sustainability performance

- UTS is ranked 33rd globally in the 2025 Times Higher Education University Impact Rankings (based on the UN SDGs) and 8th in Australia.
- We achieved 3rd in the world for SDG 17 Partnerships for the Goals and 1st in Australia, a testament to our strengths in forming relationships with regional NGOs and government, cross-sector dialogue and international collaboration.
- We ranked 69th globally in the 2026 QS Sustainability Rankings and 7th in Australia.

- Our 2025 scope 1 greenhouse gas (GHG) emissions (direct emissions, mostly gas and vehicle fuel) were 2900 tonnes. Scope 2 GHG emissions (indirect emissions, mostly electricity and chilled water imports) were 15,109 tonnes. Scope 3 GHG emissions (indirect emissions, mostly from goods and services) were 53,088 tonnes.
- Under the National Greenhouse and Energy Reporting scheme UTS's total scope 1 and 2 GHG emissions for 2024–25 were 32,127 tonnes CO₂-e, representing a decrease of 0.6% 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 42,367 MWh of electricity, 52,980 GJ of gas, 16.9 kL of fuel and 14,238 MWh of chilled water. 2025 electricity consumption has decreased 5.7% from 2024 due to the implementation of building analytics projects, building management system tuning, and ongoing energy efficiency initiatives. Gas consumption for 2025 decreased 14% compared to 2024 due to energy efficiency measures and building optimisation.
- UTS purchased 1680 Australian and international carbon credits to mitigate its scope 1 residual emissions and enable UTS to achieve its net zero target.
- UTS's 2025 potable water consumption was 160,478 kL, a 7% increase from 2024, mainly due to a greater number of hot days putting a higher demand on the cooling towers.
- 87.7% of operational waste generated (453.5 tonnes) in 2025 was diverted from landfill. Waste diverted from landfill consisted of plastics, metal, paper, organics and refuse derived fuel.
- 91.9% of construction waste generated (1676 tonnes) in 2025 was recycled, which was comparable to 2024's recycling rate of 91.7%.
- 6,584,584 printed pages were produced in 2025, a 0.4% increase from 2024.
- The Institute for Sustainable Futures developed a Circular Economy Plan for UTS in 2025, which aims to transition the university away from a linear 'take-make-waste' model toward a sustainable system that minimises waste and keeps resources, materials and products in use for as long as possible.

Engagement activities

UTS was a major event host for Climate Action Week Sydney in March and staged a suite of UTS community-based events focused on climate challenges and opportunities. In May we held our annual Green Week with initiatives focused on the power of individual actions to have an impact. Our students and staff were active throughout the year with regular sustainability-related workshops and social events and student participation in events continues to grow.

A sustainability training module for staff was developed and launched in 2025. The module builds awareness, knowledge, and skills, empowering staff to adopt sustainable practices in their daily work and fostering a culture of sustainability across the university.

Our external engagement activities included participating in UN Sustainable Development Solutions Network and Australasian Campuses Towards Sustainability events and working groups throughout the year.

We also continued our participation in the City of Sydney Council's Better Buildings Partnership leadership panel and in the climate positive, sustainable value chains and community resilience working groups.

Equity, diversity and inclusion

Access and inclusion

This year we launched our Access and Inclusion Plan 2025–2030, our sixth disability action plan. The plan continues the work of our earlier plans and affirms our commitment to eliminate, as far as possible, direct and indirect disability discrimination. Our aim is to remove barriers to full participation in education, employment and social activities by incorporating access and inclusion into planning and delivery and providing reasonable adjustments where required.

We held face-to-face and online sessions to inform the development of the plan, including sessions for staff and students with lived experience of disability, alongside those with a professional or personal interest in accessibility at UTS. Targeted consultation was also undertaken with staff and teams responsible for accessibility across the university.

The plan contains 5 key focus areas: accessible environments; culture; learning and education; employment; and research and innovation.

We've seen a steady increase in participation of students with disability; from 3% in 2017 to 8.6% of enrolments in 2025.

Success rates for students with disability have also steadily increased from 85.5% in 2016 to 91.8% this year.

During 2025, we also launch a new Disability at Work Group and Neurodiversity Special Interest Group and joined the Hidden Disabilities Sunflower campaign.

Cultural diversity

The Cultural Diversity and Anti-Racism (CDAR) Action Plan was formally adopted at the end of 2025 and has now been shared with the UTS community.

The plan aims to equip our community with the knowledge and skills to prevent and respond to racism in all its forms, as well as foster a sense of belonging for everyone at our university.

A CDAR working group, chaired by our Pro Vice-Chancellor (Indigenous Leadership and Engagement) and Pro Vice-Chancellor (Social Justice and Inclusion), will oversee the plan's implementation to guide UTS's work in cultural diversity and anti-racism, with a focus on both the experiences of First Nations and culturally and racially marginalised students and staff.

As part of initial activities this year, we:

- piloted a new Cultural Humility module for students with Shopfront and U@Uni Academy
- implemented the Realise. Inspire. Support. Energise. (RISE) recommendations (a collaborative project between Diversity Council Australia, Settlement Services International and Chief Executive Women) by providing leadership development opportunities for culturally and racially marginalised women staff, and
- Sydney's Vivid festival featured the Say My Name project with a panel discussion and documentary screening at Customs House in partnership with the City of Sydney exploring identity, culture and belonging.

Work in this space will remain a high priority for UTS during 2026 with increasing focus on racism in Australian universities arising from the release of the Australian Human Rights Commission's Racism@Uni Study and recommendations from the special envoys on antisemitism and Islamophobia.

Gender equity

A new Gender Equality Action Plan (GEAP) was adopted by the UTS Council in late 2025. It is built around 5 key priority areas:

- Safety and respect
- Addressing intersectional gender inequality
- Supporting disciplines and occupations where women are underrepresented
- Gender pay equity
- Support for parents and carers.

The first public release of data from the Workplace Gender Equality Agency of gender pay equity and industry benchmarking highlighted UTS is making pleasing progress on reducing our gender pay gap. During 2025 we undertook a range of detailed work to maintain our progress and committed to a gender pay equity target of +/- 5% by 2030.

UTS was awarded a further 2 Science in Australia Gender Equity (SAGE) Cygnet Awards for our targeted and sustained work to address gender inequity in recruitment and promotion in 2025 and our final Cygnet on advancing flexible and inclusive work practices has now been submitted to SAGE. When approved UTS will be eligible to apply for the Athena Swan Silver Award, which recognises and rewards organisational maturity in gender equity, diversity and inclusion.

LGBTQIA+ inclusion

UTS proudly participated in the 2025 Mardi Gras Fair Day and Parade, with 40 staff and students joining the parade on Oxford Street, to celebrate LGBTQIA+ inclusion and visibility.

The UTS Anti-Deadnaming, Anti-Misgendering (ADAM) project was kicked off with support from a wide range of key UTS stakeholders to address solutions to deadnaming and misgendering students, which continue to create psychologically unsafe teaching and learning environments for staff and students who are frequently outed in learning and work settings.

This was on top of a range of other events and activities that support and celebrate our LGBTQIA+ community including the:

- launch of a student designed 'Say My Name, Say My Pronouns' campaign across campus
- Wear it Purple Day collaborations with ActivateUTS
- launch of the LGBTQASB+ Mob & Work report, a collaboration with the Centre for Social Justice and Inclusion and Jumbunna Research, and
- Envisioning Trans Futures panel discussing the challenges to trans and gender diverse rights alongside the possibilities of social justice-focused research and inclusive futures.

Workforce diversity

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

		2021	2022	2023	2024	2025
Academic						
Women	%	45.3	46.3	47.8	48.6	49.0
	headcount	682	675	715	757	813
Aboriginal and Torres Strait Islander Peoples	%	2.2	2.6	2.8	2.9	3.0
	headcount	33	38	42	45	49
People whose first language was not English	%	23.9	23.5	24.2	26.2	26.4
	headcount	360	342	362	408	439
People with disability	%	2.9	2.9	3.3	3.3	3.3
	headcount	44	43	49	51	54
Professional staff						
Women	%	63.2	63.4	64.0	64.5	65.2
	headcount	1200	1262	1365	1406	1466
Aboriginal and Torres Strait Islander Peoples	%	1.1	0.8	1.3	1.5	1.7
	headcount	21	26	28	33	39
People whose first language was not English	%	20.4	20.8	21.0	22.3	22.5
	headcount	388	415	449	487	505
People with disability	%	2.7	2.6	2.4	3.3	2.8
	headcount	51	52	52	58	63

- 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 56.4%.

Gender-based violence prevention and response

Program of work in 2025

The Universities Accord (National Higher Education Code to Prevent and Respond to Gender-based Violence) Bill 2025 was enacted in August. The Bill makes way for the implementation of the National Higher Education Code to Prevent and Respond to Gender-based Violence (National Code) on 1 January 2026, which will require universities to prioritise safety and proactively address the causes that contribute to gender-based violence in our communities.

This year we worked to enhance existing UTS safety and wellbeing functions, processes and initiatives to better align with the National Code's 7 key standards:

1. Accountable leadership and governance
2. Safe environments and systems
3. Knowledge and capability
4. Safety and support
5. Safe processes
6. Data, evidence and impact
7. Safe student accommodation.

National Code compliance

This year a safe and respectful communities working group was formed with UTS's safety caseworkers (in the Student Services Unit) as core members. Safety caseworkers contributed practitioner and project expertise to major workstreams in the group including safety and support; data, evidence and impact; and safe student accommodation.

Development of the online GBV portal

A key component of the work was the development of a new online GBV reporting form (GBV portal) that prioritised trauma-informed service delivery, robust data collection and a streamlined response process.

As a centralised point of entry, the portal allows the entire UTS community to safely disclose, report or seek advice. The system also facilitates comprehensive case management and supports the end-to-end workflow for responding to both student and staff reports of GBV.

The new UTS GBV portal went live in December and safety caseworkers began receiving disclosures and reports in this system.

2026 direction

From 2026, safety caseworkers will provide support and advice to both students and staff who experience GBV. The team will transition into the newly established Safe and Respectful Communities team led by a new director who will commence in January 2026.

Gender-based violence reporting

This report summarises data collected in online forms submitted to the Student Services Unit (SSU), which outline student experiences of GBV. It also provides an overview of the response to on-campus incidents of GBV.

Safety caseworker team

In 2025, the safety caseworker team in SSU continued to receive and respond to disclosures and reports of GBV, offering support and advice to students who had experienced harm, and advice to UTS staff receiving disclosures.

Safety caseworkers provide person-centred, trauma-informed case management support to students impacted by GBV. Caseworkers work in partnership with students to conduct GBV risk assessments, develop personalised safety plans and create tailored support plans to address students' individual needs.

Acting as a central point of contact, safety caseworkers provide wraparound case management, supporting students to understand their options, while guiding them through internal and external reporting pathways. Safety caseworkers work closely with other areas within SSU (counselling, health, accessibility and financial assistance) to promote continuity of care and to ensure students are connected with appropriate supports.

From January to December 2025, safety caseworkers provided case management for 130 students impacted by GBV.

Overall use of online GBV reporting forms

UTS students may complete an online report to make a disclosure or formal complaint about GBV. UTS staff who receive a disclosure of GBV complete the online summary form outlining the experience of GBV. For the purposes of this report, student and staff GBV reports are referred to as 'student forms' and 'staff summary forms' respectively.

Safety caseworkers began receiving disclosures and reports in the new GBV portal from 19 December.

Total use of forms and total incidents of GBV in 2025

Online GBV forms submitted	2021	2022	2023	2024	2025
Student forms	3	13 (3 ¹)	7 (2 ¹)	10	8
Staff summary forms	63 (8 ¹)	58 (9 ¹)	73 (2 ¹)	97 (9 ¹)	185 (16 ¹)
Protecht forms (GBV portal)	NA	NA	NA	NA	2
Total use of online reporting forms	74	83	84	116	195
Total GBV incidents reported²	66	71	80	107	179

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.

UTS areas receiving student disclosures

The majority of student disclosures were made to safety caseworkers and UTS Counselling staff. Summary forms were submitted with identifying details where the student consented, allowing caseworkers to follow up directly with students. Where no consent was provided, a de-identified form was submitted, and caseworkers contacted the staff member to offer support.

Staff summary form and GBV portal submissions by area ¹	Number	%
Safety caseworkers (SSU)	83	44.39%
Counselling (SSU)	66	35.29%
Accessibility (SSU)	13	6.95%
Lifetime Learner Experience Unit	10	5.35%
Faculties combined	5	2.67%
Other areas of UTS	10	5.35%
Total	187	100%

1. Note that 187 is the total number of submissions made by staff, including duplicates.

Location of alleged GBV incidents

Location information was collected at the time of the online forms being submitted. Most submissions indicated that the alleged experience of GBV occurred off campus and was not related to a UTS activity (92). Thirty-one submissions were made concerning alleged incidents of GBV on campus, 12 submissions were made concerning alleged incidents of GBV off campus and related to a UTS activity, and 30 submissions did not provide enough information.

On-campus GBV incident types

The type of alleged GBV reported was also collected at the time of the online form being submitted. There were 3 incidents of sexual assault/sexual act/touching, 10 incidents of sexual harassment, 5 incidents of stalking or surveillance and 13 incidents of other GBV.

Health, safety and wellbeing

Health safety and wellbeing strategy

The health, safety and wellbeing (HSW) approach to managing risk at UTS is through 6 strategic pillars – management commitment and leadership; consultation and communication; information and training; risk management; wellbeing; monitoring, reporting and verification – with the objective to deliver sustainable performance improvements and cultural change.

The 2023–2025 Health, Safety and Wellbeing Strategy, structured around the 6 strategic pillars, established a framework to strengthen UTS’s safety management systems and promote a proactive health, safety and wellbeing culture across the university.

With the conclusion of the 2023–2025 strategy, UTS will embed relevant initiatives into ongoing operational activities and formally close the strategy. During 2026, focus will be on the development of a new 3-year HSW strategy to commence in 2027.

Psychosocial health and safety

The effective management of psychosocial risk was a strategic priority across UTS in 2025. UTS partnered with Australian Psychological Services (APS) to design and embed a sustainable and systematic approach to identifying, assessing, and controlling psychosocial hazards to effectively protect staff safety, health and wellbeing across the university.

Across October, November and December, APS conducted a detailed review of the current UTS psychosocial risk management approach, which identified a number of improvement opportunities for UTS to pursue in line with the NSW Government’s Code of Practice for Managing Psychosocial Hazards at Work.

A series of co-design workshops took place across December with the output from these workshops informing the drafting of the new psychosocial risk management procedure for UTS. The development and embedding of a robust psychosocial health and safety framework across UTS is a key priority for 2026.

Wellbeing program

The 2025 Wellbeing Program continued to deliver on the 5 pillars of wellbeing: physical, emotional, financial, career and community.

There has been a strong increase in staff joining the Fitness Passport Program with a total of 1344 members (staff and family members) joining since the program launched in 2024. This is a 22% increase from December 2024. The program provides staff with the opportunity to support their physical fitness while on and off campus.

With the operational sustainability initiative, the university’s employee assistance program (EAP) and Yamurrah continued to be promoted in all communications to support staff wellbeing.

The health and safety newsletter continued throughout 2025. Each month the newsletter is distributed to health and safety working groups and includes wellbeing topics such as the 10,000 Steps Challenge, TELUS Health One app mindfulness video series, and confidential wellbeing focus groups facilitated by APS to gather staff insights and experiences through organisational change and maintain a safe and well workplace.

Incident and hazard reporting

A total of 544 injury and illness incidents were reported in the UTS hazard and incident reporting online (HIRO) system this year. Of the 544 incidents reported, 176 of the impacted people were students, 279 were staff, 75 were visitors/general public and 14 were contractor/industry partners. Only 51 injuries were notified to the workers compensation insurer.

In 2025, there were 397 hazards reported, which was a significant increase from the 267 reported in 2024 indicating a stronger reporting culture across UTS. The HSW team has continued to promote the benefits of early reporting and HIRO reports on compliance as a regular metric.

SafeWork NSW investigations and notices

There were 14 incidents that required notification to SafeWork NSW under the incident notification provisions of the Work Health and Safety Act 2011 (NSW). The majority of the notifiable incidents related to falling items from buildings (8) and electrical shocks (4). While none of these notifiable incidents resulted in serious injury to people, these incident types must be notified to SafeWork NSW due to their high potential. The incidents were fully investigated with the corrective actions developed to prevent future recurrence.

Auditing and compliance

UTS Tech Lab maintained its certification to international standard ISO 45001:2018 Occupational health and safety management systems. This internationally recognised standard is designed to help organisations create a safe and healthy work environment, prevent workplace injuries and illness, ensure compliance with relevant regulations and continuously improve health and safety performance. The 2025 surveillance audit by Global Compliance Certification (GCC) revealed that the health and safety management system is generally effective with no major or minor non-conformances identified during the audit.

The scheduled safety inspection program saw 1360 site-based health and safety inspections conducted throughout the year in laboratories, workshops, student accommodation, offices and general work areas.

Health and safety training

Health and safety training compliance for permanent staff continues to be a key point of focus at UTS. Mandatory online training compliance across the 3 mandatory HSW training modules averaged 88% for permanent and fixed-term staff, and 72% for casual staff.

Training is continuing to be monitored through the Health and Safety Advisory Committee and faculty and unit HSW working groups.

Modern slavery

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

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) to streamline efforts and drive collective, at-scale change in supply chains. UTS has also strengthened processes around the use of preferred supplier panels, higher risk sourcing areas and staff purchasing education.
- Property and contractors: UTS is aware of the modern slavery risk to people, employed either directly or indirectly. The university 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.
- 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.
- Governance, advocacy and policy: The UTS Modern Slavery Working Group brings together key stakeholders to ensure UTS is monitoring risk, driving outcomes and responding to its obligations under Commonwealth and state legislation. UTS is also home to academics and research organisations such as Anti-Slavery Australia, which advance policy and advocacy on modern slavery in Australia.

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 including:

- awareness raising, education and support for their learning, health and wellbeing, and
- actively encouraging the reporting of modern slavery concerns via a confidential, trauma-informed and person-centred public reporting mechanism.

Detailed information will be available in the 2025 UTS Modern Slavery Statement, to be submitted to the Australian Government by 30 June 2026.

Consultants

In accordance with NSW Procurement Board definition, consultancy is a subset of Professional Services. A consultant is a person or organisation engaged to provide recommendations or professional advice to assist decision-making by management.

Consultancy expenses for the year ended 31 December 2025 totalled \$25.63 million in relation to external consulting services obtained to support the university's operational requirements, excluding capital projects. Of this amount, \$23.63 million relates to individual consultancy engagements with total payments exceeding \$50,000, which are disclosed in the table below. A further \$2 million was paid for consultancy engagements where the total cost of each engagement was less than \$50,000, comprising 92 individual consultants.

The total consultancy expenditure recognised in the financial statements is included in volume 2, note 3.5.

Company	Category	Project	\$,000
Deloitte Touche Tohmatsu	Digital transformation	Specialist advisory services supporting the planning, design and transition of the university's Enterprise Resource Planning (ERP) system	14,207
KPMG	Management consulting	Specialist advisory services relating to operational sustainability and development of the CinLearn initiative	6,582
Deloitte Risk Advisory Pty Limited	Compliance and assurance	Specialist advisory services to review payroll processes and support remediation activities relating to agreed working hours and payroll compliance	1,159
The Trustee for Policy Insights Trust	Governance advisory	Specialist advisory services for Institute for Public Policy and Governance	352
CAA Engineering Services Pty Ltd	Infrastructure advisory	Engineering advisory and technical expertise in relation to building services and infrastructure projects	191
Today Strategic Design Pty Ltd	Digital brand strategy	Strategic design and advisory services for UTS branding and web development	168
Deloitte T&T Pty Ltd	Cybersecurity advisory	Specialist advisory, technical design for deployment and configuration of the SailPoint solution to support student identity lifecycle management	132
The Trustee for BGE Unit Trust	Infrastructure advisory	Advisory services - Optimisation strategies for UTS buildings	112
Fixinc Consulting Partners	Resilience advisory	Advisory services - business continuity, crisis management and emergency management	106
Orima Research Pty Ltd	Stakeholder insights	Independent market and stakeholder acceptance research for the National First Nations College	101
The Trustee for Strategic Project Partners Trust	Strategic funding advisory	Independent strategic advisory and bid development support for CRC funding initiatives	99
Ernst & Young	Program assurance & financial advisory	Independent program assurance and governance advisory for UTS ERP transformation program, International tax advisory services	98
Korn Ferry (AU) Pty Ltd	Workforce advisory	Strategic remuneration advisory, including total rewards strategy, job evaluation framework modernisation, benchmarking to support the UTS OSI program	98
Lucius Advisory Pty Ltd	Technology governance advisory	Specialist advisory services supporting Human Technology Institute for the ANZ AI governance review, including participation in an expert advisory reference group	86
Optimizely North America, Inc	Digital platform advisory	Specialist technical advisory and code review services supporting the UTS Digital Presence Program	76
D.T Gilbert & S Nickless & W.R Spain	Technology policy advisory	Specialist expert advisory services supporting Human Technology Institute for the development and review of an AI Safety Standard under the NAIC initiative	65
Total consultants > 50k			23,632
Other consultancy spend < 50k (92 consultants)			2,003
Total consultancy spend (volume 2, note 3.5)			25,635

Register of contracts

UTS maintains a publicly available register of contracts as required by Part 3, Division 5 of the Government Information (Public Access) Act 2009 (NSW) (GIPA Act).

The UTS register of contracts publishes information about contracts between UTS and private sector entities valued at or above \$150,000, where one of the parties has agreed to:

- undertake a specific project (for example, construction, infrastructure or property development)
- provide specific goods or services (for example, information technology services)
- transfer real property to another party in the contract, or
- a lease of real property.

The register includes contracts in a range of expenditure categories.