

Corporate Social Responsibility Statement



Greater Good

Charitable Cause

Universal Business Team's (UBT) proceeds contribute to charities providing catering at youth events, Police events, and health and disability events. These support participants, volunteers and organisers. We provide for communities by assisting state and local Government initiatives for natural disasters and the homeless, including providing food and clothing.

Commitment to Education

UBT supports education at over 120 locations across 20 countries, supporting students with an innovative approach to learning, delivered in cutting edge, technology-empowered physical and digital learning space.

Social Value

UBT are committed to providing an enjoyable and fulfilling experience for our people, suppliers, and communities. We strive to promote a culture of wellbeing by providing our team with services such as OneMedi Medical Insurance, Wellness Workshops, flexible working hours, agile office environments, and Masterclass workshops. We provide complimentary annual leave for staff birthdays, access to training courses, access to networking events, business training, and promote physical fitness through campaigns such as step challenges.

Uncompromising Ethical Approach

We demand ethical partners across our supply chain with uncompromising consideration to issues such as modern-day slavery, environmental impact and supporting local economies.

UBT is committed to forming long term domestic and international partnerships across all industries with organisations that share our values and ethos. By leveraging our networks to bring global opportunities to regional markets, we are generating business, employment, and economic growth in many local communities.

Modern Slavery Statement

We recognized the risk of modern slavery practices in our operations and supply chains.

We are fully committed to operating responsibly and adhering to the highest ethical standards. We take laws seriously and we are fully supportive of the Government's initiatives aimed at the eradication of both slavery and human trafficking. We will not tolerate any forms of slavery or human trafficking in its business or its supply chain.

If we find any evidence of modern slavery or human trafficking within its operations or supply chains, we are committed to immediately reviewing the ongoing viability of the supplier relationship. We expect all of our employees to comply with our Modern Slavery Policy and to behave ethically and be accountable for their actions.

Risks of modern slavery practices in UBT's operations and supply chains

In preparation for UBT's Modern Slavery Statement, we undertook a review of potential risk of modern slavery practices across our operations and supply chains. During the assessment process, we considered risks that may possibly cause, contribute, and/or be directly linked to modern slavery practices, in accordance with the Commonwealth Modern Slavery Act - Guidance for Reporting Entities.

We also took into consideration other risk factors such as the sector, industry, types of products and services, and geographic locations. As a result, UBT has been able to identify areas with no or low risk, for example, in engaging contractors or sub-contractors to provide professional services.

We also identified potential risk areas for example, where a local supplier may source a product, such as technology products/services from overseas sources, which may have a record of having modern slavery practices still in place. We are working on improving our processes such as reviewing our supplier engagement requirements and due diligence assessment.

We acknowledge that by virtue of contracting with other parties, whether as a client or as a supplier, there is always some risk that may contribute to modern slavery practices. We expect our suppliers and potential suppliers to operate in an ethical, legally compliant, and professional manner by adhering to UBT's standards of conduct. We also expect our suppliers to promote similar standards in their own supply chain.

Actions taken to address modern slavery risks, due diligence and remediation

UBT primarily addresses the risks of modern slavery practices occurring in its operations by:

- Conducting due diligence on its supply chain with a comprehensive assessment of its suppliers and their awareness of modern slavery risks in their own operations
- Implementing strict procurement and operational procedures
- Publishing and reinforcing all relevant policies on the company intranet

Where a risk of modern slavery is identified, UBT will continue to provide education to staff on any potential risk or impacts and possible controls. This may include closer due diligence of suppliers, any subcontractors and major suppliers.

Assessing effectiveness of actions against modern slavery

UBT will undertake continuous and ongoing assessment of its supply chains by evaluating information received from its suppliers and to promptly act on allegations or findings of involvement in such practices.

UBT will also set up an annual review process whereby members of senior management will review our policies and procedures and its response to modern slavery.

Environmental Sustainability

UBT recognises the need to protect the natural environment. We follow best practise when disposing of waste around the environments we work.

Our ability to succeed and thrive works hand in hand with environmental protection, sustainability, and risk management.

Stewardship plays an important role within the Universal Business Team – we respect the law, respect internal policies & ensure all business operations are legitimate and actively promote transparency in every partnership.

The environment and sustainability are a key concern for UBT and we are actively working in this space to ensure we are playing our part for global sustainability. We are careful to partner with vendors who care about the environment and constantly work on minimising their carbon footprint.