AI Against Modern Slavery Hackathon 2025

Impact Report

November 2025

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Executive Summary

The AI Against Modern Slavery (AIMS) Hackathon 2025, part of the Project AIMS (AI Against Modern Slavery), convened a global community to advance responsible AI for corporate transparency and human rights. Held fully online from 10 September to 16 October 2025, the program combined learning, solution development, and independent judging. Organized by Fundación Pasos Libres, Mila – Quebec Artificial Intelligence Institute, and Queensland University of Technology, with support from Walk Free and contributions from international knowledge partners.

The hackathon addressed a clear need: modern slavery statements are numerous, heterogeneous, and difficult to analyze at scale. The event focused on four tracks that map to AIMS goals: Data Mining and Enrichment, AI Model Optimization and Explainability, Application and Visualization for Stakeholder Use, and Blue Sky Innovation. Participants engaged with curated open datasets and produced reproducible, stakeholder-ready prototypes.

227 participants from 38 countries formed 51 teams of four to five participants each; 23 teams submitted final solutions. The jury selected *Commit Hope* as overall winner for a prototype platform that generates structured statements, validates them with explainable AI, and publishes a transparency portal. The *due diligents*, *Firefly*, and *Team Synapse* were runners-up for excellence in model explainability, stakeholder-centered application design, and large-scale data extraction. Survey findings indicate strong outcomes, while **95.9 percent would recommend the event,** and **87.7 percent would participate again.**

Prototypes demonstrated retrieval-augmented interrogation of statements, evidence-linked explainability, multilingual OCR and parsing, and scalable processing pipelines suitable for cross-jurisdiction comparison. These advances align with international reporting practices and show how AI can make complex disclosures analyzable, comparable, and actionable for regulators, companies, and civil society.

This edition reaffirmed how essential open data, cross-disciplinary collaboration, and thoughtful AI design are to advance responsible AI for corporate transparency and human rights.

Introduction and Background

Modern slavery remains one of the most urgent human-rights challenges of the 21st century, affecting more than 50 million people through forced labour, human trafficking, and exploitative practices across global supply chains. Although legislative frameworks such as the United Kingdom Modern Slavery Act (2015), the Australian Modern Slavery Act (2018), and Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (2024) have established mandatory reporting requirements for large companies, ensuring genuine compliance and accountability remains difficult. Governments, NGOs, and researchers continue to face the challenge of analyzing thousands of annual corporate statements that vary widely in scope, format, and quality.

Origins and Purpose

Project AIMS (AI Against Modern Slavery) was prototyped by Adriana Eufrosina Bora in 2018 and scaled from 2020–2021, in partnership with The Future Society and Walk Free, to explore how artificial intelligence could accelerate the review of modern-slavery disclosures. The project was later expanded through collaboration with Mila – Quebec Artificial Intelligence Institute and Queensland University of Technology (QUT), combining expertise in machine learning, data science, and human-rights research AIMS leverages large language models (LLMs), natural language processing (NLP), and explainable AI techniques to automate the analysis of modern-slavery statements and benchmark corporate compliance. Its goal is twofold:

1. To empower civil-society organizations, regulators, and businesses to assess disclosures more efficiently and at scale; and
2. To enable data-driven policymaking and corporate governance grounded in transparency and accountability.

Challenges in Data and Analysis

Across jurisdictions, the volume of statements has outpaced the capacity for manual review. The UK Modern Slavery Registry holds an estimated 12,000 – 17,000 reports each year, while Australia and Canada have recorded thousands more during their initial reporting cycles. The diversity of formats – from text documents and scanned PDFs to unstructured narratives – creates major barriers for automated extraction, structuring,

and model training. These challenges highlight the need for standardized reporting templates, high-quality labelled data, and domain-specific AI models capable of operating across legal systems and languages.

The AIMS Datasets and Reporting Template

A central achievement of the project is the creation of several annotated, open-access datasets that support machine-learning research and policy development:

- AIMS.au – the largest annotated dataset of modern-slavery statements worldwide, containing 5,731 statements from the Australian Modern Slavery Register, each annotated at sentence level;
- AIMS.uk and AIMS.ca – parallel datasets from the UK and Canada for cross-jurisdictional model testing;
- Detailed annotation specifications defining how statements are assessed against legislative criteria.

The International Modern Slavery Reporting Template, jointly developed by the UK, Australia, and Canada, complements these resources by harmonizing disclosure requirements across seven key areas of due diligence and risk management. Together, these tools support comparative analysis and scalable AI training for global application.

Advancing Responsible and Explainable AI

Project AIMS emphasizes transparency, energy efficiency, and explainability in its model design. Techniques such as confidence scoring, chain-of-thought prompting, and teacher-student model distillation have been applied to improve interpretability while reducing computational costs. These methods help reviewers understand how AI systems reach their conclusions and ensure that automation reinforces – rather than replaces – human oversight.

The AIMS Hackathon 2025

The AIMS Hackathon 2025 builds on this foundation by inviting researchers, developers, and human-rights practitioners to contribute new ideas, datasets, and technical solutions that expand the project's capabilities. The hackathon represents a dynamic intersection of technology, ethics, and social impact – mobilizing the AI community to create tools that enhance corporate accountability and combat modern slavery worldwide.

Objectives of the Hackathon

The AI Against Modern Slavery (AIMS) Hackathon 2025 has been designed as a global innovation platform to engage developers, researchers, entrepreneurs, and advocates in co-creating AI-driven solutions to strengthen efforts against modern slavery.

Its core objectives are to:

1. Foster interdisciplinary collaboration among participants from technology, academia, civil society, and policy fields to create impactful, ethically aligned solutions.
2. Enhance awareness and understanding of modern slavery, its global implications, and how data and AI can support transparency and accountability.
3. Accelerate the development and adoption of open-source tools, models, and datasets produced under Project AIMS to expand their practical application across regions and sectors.
4. Promote innovation in responsible AI, encouraging approaches that prioritize explainability, fairness, and human-centered design in social good applications.
5. Generate usable, stakeholder-ready outputs such as dashboards, analytical tools, and visualizations that make complex information accessible for policymakers, NGOs, and researchers.
6. Build a lasting community of practice committed to advancing AI for human rights protection and sustainable development.

The hackathon serves both as a learning experience and a catalyst for continued innovation in applying artificial intelligence to ethical, real-world challenges.

Partner Organizations and Supporting Institutions

The AIMS Hackathon 2025 is supported by a network of organizations whose expertise spans human rights, artificial intelligence, open data, sustainability, and private-sector engagement.

Figure 1: AIMS Hackathon 2025 Partners

Organizers

- Fundación Pasos Libres (fundacionpasoslibres.org) – A Colombia-based nonprofit dedicated to combating modern slavery and human trafficking via social innovation, technology, education, and data analysis.
- Queensland University of Technology - Centre for Data Science (qut.edu.au) – Acts as an academic collaborator supporting workshops, training, and institutional backing.
- Mila – Québec Artificial Intelligence Institute (mila.quebec) – A research center in Montréal, contributing AI expertise and mentorship.

Knowledge Partners

- IRCAI (International Research Centre on Artificial Intelligence under the auspices of UNESCO) (ircai.org)
- WikiRate (wikirate.org)

- Walk Free (walkfree.org)
- The Mekong Club (themekongclub.org)
- The University of Sydney (sydney.edu.au)
- Pentland Centre for Sustainability in Business, Lancaster University (https://www.lancaster.ac.uk/pentland)
- Informed 365 (informed365.com)
- DOTANK Plus (dotankplus.com)

Sponsors

This Hackathon won't have been possible without the support of Queensland University of Technology-Centre for Data Science and Walk Free.

Methodology and Implementation

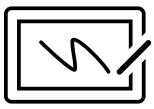
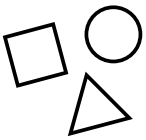
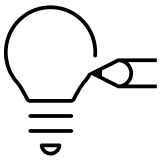
Hackathon Design and Format

The AI Against Modern Slavery (AIMS) Hackathon 2025 was a multi-phase, fully virtual event engaging participants worldwide in a collaborative innovation process. Its structure combined learning, data exploration, and solution development, enabling participants to co-create AI-based tools that advance corporate accountability and human rights protection.

Duration and Structure

The hackathon unfolded across four consecutive stages between September and October 2025.

Table 1: Hackathon Phases and Timeline

	Phase 1: **Learning and Training**	10–12 September	Participants attended expert-led sessions and technical briefings.
	Phase 2: **Hacking**	13–17 September	Teams developed and refined their proposed solutions.
	Phase 3: **Judging**	17 September–12 October	Judges assessed the technical and ethical dimensions of submissions.
	Phase 4: **Award**	13–16 October	Winning teams were announced.

The online format enabled inclusive global participation and cross-disciplinary collaboration across time zones. Throughout the event, teams engaged through shared digital platforms, received guidance from technical experts, and refined their solutions for final submission and presentation.

Learning and Training Sessions

The Learning and Training component provided the foundation for the hackathon. Participants joined workshops and talks led by international experts in artificial intelligence, sustainability, and human rights. Sessions addressed modern slavery legislation, corporate due diligence, ethical AI design, and the use of large language models for social good. Technical training in machine learning, natural language processing, and data analysis supported participants in developing robust and responsible solutions. These sessions strengthened both technical capacity and ethical awareness in applying AI for human rights protection.

Data and Tools

Participants worked with a combination of open-source and curated datasets related to modern slavery statements, corporate reporting, and supply chain transparency. The hackathon supported the use of open-access AI and data analysis tools, allowing flexibility in methodological approaches. Teams collaborated through shared online platforms and version control systems to coordinate development and manage their submissions. This setup enabled participants to focus on innovation and apply AI methods to real-world data challenges in corporate accountability and human rights compliance.

Judging and Awards

The hackathon jury comprised experts from academia, industry, and the non-profit sector with backgrounds in artificial intelligence, ethics, data governance, and human rights. Judges were drawn from the organizing and partner institutions of Project AIMS, as well as from the learning panels speakers, ensuring a balanced mix of technical and social expertise. They were assigned to specific challenge areas according to their domain knowledge to ensure fair and rigorous evaluation.

Submissions were assessed across key dimensions including innovation, feasibility, scalability, usability, explainability, and alignment with the hackathon's objectives. Teams

presented their work through live demonstrations and concise pitches, enabling evaluation of both technical performance and social relevance.

Following deliberations, the winning teams were announced during the Awards Phase. The first-place team received USD 3,000, and each of the three runner-up teams received USD 1,000. Certificates of merit were also awarded for excellence in innovation, explainability, user experience, and documentation. All participants received certificates of participation in recognition of their contribution to advancing responsible AI for human rights.

AIMS Hackathon Participants

Participants' Profile

The AIMS Hackathon 2025 brought together a diverse and interdisciplinary group of participants who shared a common interest in applying artificial intelligence for social good. Based on the information gathered through the registration forms, the event recorded a total of 227 individuals, representing 38 countries and 51 registered teams. This wide participation reflected the global scope of the hackathon and its appeal across academic, professional, and geographic boundaries.

In terms of nationality, the participant group was composed of individuals from Colombia, Canada, Cameroon, India, Vietnam, Benin, Ecuador, Morocco, South Africa, Pakistan, Australia, etc. The largest proportion came from Colombia (35 participants), followed by Canada (24) and Cameroon (23). This composition underscored the international reach of Project AIMS and the global interest in advancing responsible AI solutions against modern slavery.

The age profile of the cohort was dominated by younger professionals and emerging researchers. Participants aged 18–24 accounted for 64%, followed by those aged 25–34 at 27%, and 35–44 at 4%. Smaller shares of participants were in the 45–54 (2%) categories. This distribution highlighted the strong engagement of early-career individuals and students who are entering the fields of artificial intelligence, data science, and human rights.

Gender representation at the hackathon illustrated the organizers' ongoing commitment to inclusivity and diversity. Although the overall participant pool included 31% identifying as female and 67% as male, three of the four winning teams were led by women. This outcome highlights the strong contributions of women and other underrepresented groups in technology-driven human rights work, and points to a promising shift toward broader participation in the field.

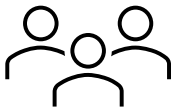
The occupational backgrounds of participants were highly varied, reflecting the interdisciplinary nature of the hackathon. The largest group described themselves as students (63%), followed by Engineers and Developers (14%) and Researchers and

Academics (8.5%). This mix created a valuable environment for knowledge exchange between technical experts, social scientists, and students.

In terms of professional or academic specialization, participants reported expertise across a wide range of disciplines. The most common fields included Computer Science and Software Engineering (39%), Data Science, Artificial Intelligence and Machine Learning (30%), and Engineering (not-software) (9%).

Other areas such as business management, law, and design were also represented, underscoring the multidimensional relevance of AI applications to social impact.

The participant profile illustrated a rich intersection of disciplines, cultures, and professional pathways. The hackathon succeeded in attracting a globally diverse and intellectually engaged community capable of translating advanced AI concepts into practical tools for transparency, accountability, and social impact.



227

participants registered

24

average age

63%

student participants

38

countries represented

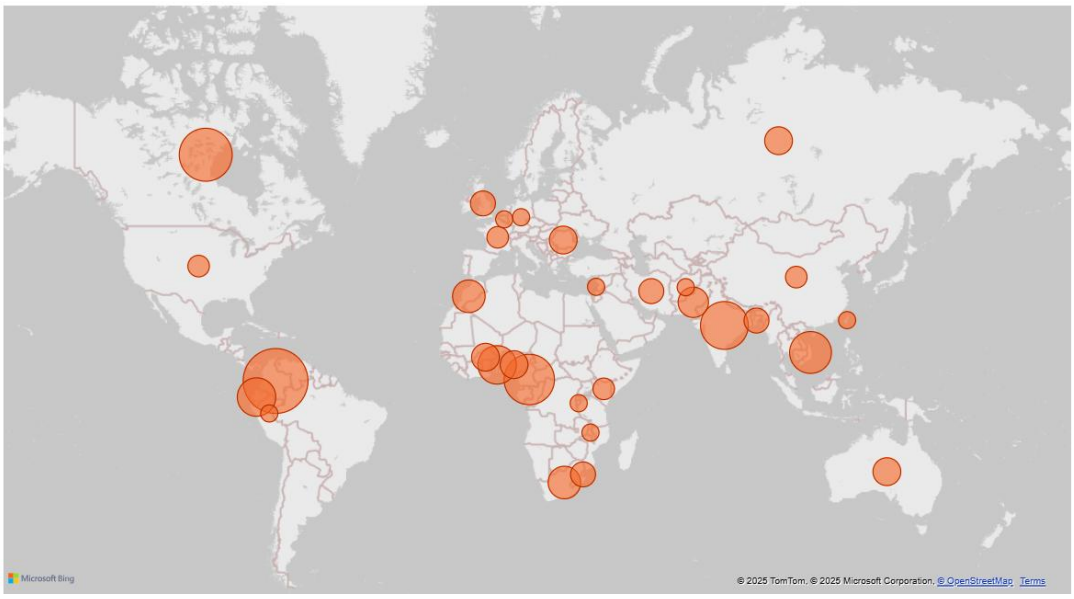


Figure 2: Overview of Participant Demographics and Global Reach

Team Composition and Background

A total of 51 teams registered to the AIMS Hackathon 2025, representing a diverse mix of technical, academic, and professional backgrounds. The team survey provided insights into participants' prior experience, interdisciplinary skills, and understanding of the event's objectives and themes.

Most teams demonstrated strong alignment with the hackathon's mission. An overwhelming 96.1% of teams reported that they fully understood the objectives and challenges of the AIMS Hackathon, confirming that the pre-event communication and onboarding processes were effective in ensuring clarity and shared purpose.

All teams (100%) included members with specific knowledge or prior experience in data analysis, visualization, programming, or technological solution development, highlighting the strong technical capacity across participants. This skill base provided a solid foundation for the data-driven and AI components of the competition.

Interdisciplinary representation was also notable. 62.8% of teams had members with experience in design, communications, marketing, law, international relations, human rights, logistics, or similar fields, while 37.3% of teams reported that at least one member

had previously studied or addressed issues related to forced labour, human trafficking, or modern slavery.

Most participants expressed some experience in similar innovation environments. According to the survey, 82.4% of teams had previously participated in a DataJam, hackathon, or comparable event, either individually or as a group, while only 17.7% indicated it was their first time.

Finally, regarding team size, 56.9% of teams consisted of four members, while 43.1% included five members, aligning with the event's requirement for multidisciplinary collaboration and balanced participation.

51

teams registered

17.6%

teams first time participating in hackathon

37.3%

teams with knowledge on forced labour, human trafficking, or modern slavery

Figure 3: Team Composition and Experience Overview

Baseline Awareness and Knowledge

The initial survey offered a clear overview of participants' baseline familiarity with modern slavery and related corporate responsibility concepts before the hackathon began. Overall, participants entered the event with moderate awareness of the issue, though with notable variation across topics.

Regarding general understanding, 42.5% of respondents described themselves as *moderately familiar* with the concept of modern slavery, while 39.7% were *slightly familiar* and only 8.22% reported *very high familiarity*. Awareness of how modern slavery occurs within company supply chains and operations followed a similar pattern: 37% were *moderately familiar*, 29.5% *slightly familiar*, and 15% reported *high knowledge*.

When asked about corporate actions to address modern slavery, familiarity was lower. More than **56,9% indicated very limited understanding of business responses. Knowledge of Human Rights Due Diligence (HRDD) was even more limited: nearly 71% of participants reported *no familiarity or very limited familiarity* with the concept.**

Awareness of modern slavery–related legislation was also mixed. 42.5% of participants were aware of global legislation, while 57.5% were not. Knowledge of specific frameworks such as the Modern Slavery Act was divided, with 46.6% familiar and 53.4% unfamiliar. Awareness of Modern Slavery Statements, including corporate disclosures on anti-slavery actions, was lowest, with only 34.9% of respondents answering "Yes" and 65.1% unaware of the term.

Taken together, these findings reveal that participants began the hackathon with a solid conceptual foundation but limited policy and operational knowledge. These insights helped organizers shape the hackathon's learning sessions, ensuring that early workshops and mentoring bridged knowledge gaps and strengthened participants' understanding of how technology and data can be leveraged to combat modern slavery.

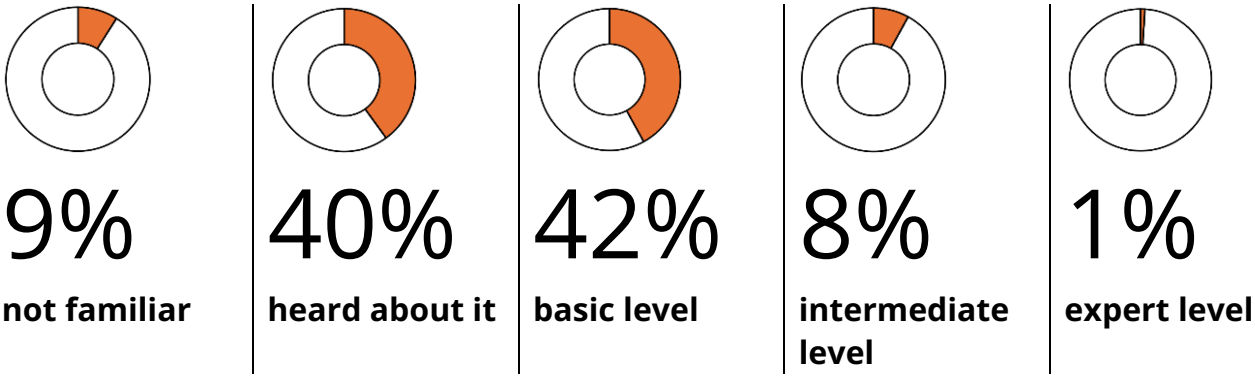


Figure 4: Participants Familiarity with the Concept of Modern Slavery

Hackathon Challenges

The AIMS Hackathon 2025 was structured around four interconnected challenge areas designed to advance the application of artificial intelligence and data-driven methods in combating modern slavery. Each challenge reflected a distinct technical and conceptual dimension of the AIMS project, encouraging participants to experiment, innovate, and contribute open, replicable solutions.

The evaluation methodology combined five general criteria, with challenge-specific indicators relevant to each track. This structure ensured that the hackathon rewarded both technical rigor and ethical awareness. Teams were encouraged to develop lightweight, transparent, and accessible solutions that could integrate into the Project AIMS ecosystem while remaining adaptable to different stakeholder contexts and jurisdictions.

Challenge 1: Data Mining, Processing and Enrichment

This challenge focused on improving the accessibility, quality, and reliability of modern slavery data available through Project AIMS. Participants were invited to design methods to extract, process, and enrich corporate modern slavery statements from public registries such as those of Australia, the United Kingdom, and Canada.

Challenge 2: AI Model Optimization and Explainability

The second challenge sought to enhance the analytical capacity of AIMS by improving the performance and transparency of machine learning models used for statement classification and evaluation. Participants worked on refining existing AIMS models and creating explainable frameworks for interpreting AI outputs.

Challenge 3: Application and Visualization for Stakeholder Use

This challenge focused on translating AIMS analytical outputs into accessible, intuitive tools for researchers, policymakers, companies, and civil society actors. Participants were tasked with creating interfaces and visualizations that made complex AI results actionable for diverse users.

Challenge 4: Blue Sky Innovation

The fourth challenge invited participants to think beyond existing AIMS tools and methods by exploring entirely new directions for applying artificial intelligence to the fight against modern slavery. It aimed to cultivate experimental and forward-looking concepts that could redefine how data, technology, and ethics intersect in this domain. Participants were encouraged to propose novel paradigms, speculative architectures, or emerging technologies that could expand the future scope and impact of Project AIMS.

Evaluation Criteria

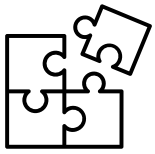
The evaluation process took place between 17 September and 12 October 2025, following the submission of all hackathon projects. Each team's work was reviewed by an expert jury panel comprising specialists in artificial intelligence, data science, business ethics, and human rights.

Each solution was reviewed independently by at least six judges, with some focusing on potential impact and others on technical feasibility. After the scoring and written feedback were compiled, the organizing team conducted a final assessment and selected the winners based on the combined evaluations.

Projects were evaluated through a structured scoring system, with each criterion rated on a scale from 0 to 5. The overall score represented the average of all judges' evaluations.

Submissions were reviewed through the official AIMS GitHub repositories, where teams documented their code, datasets, and analytical outputs. Judges were instructed to focus on the quality and impact of the solutions rather than the performance of companies mentioned in the datasets. The process emphasized responsible data use, open science, and replicability.

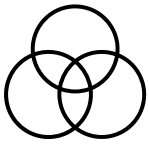
Table 2: General Judging Criteria

General Criteria (0 to 5 points)		Description
	**1) Creativity and Innovation**	The solution demonstrates originality in tackling the hackathon challenges while advancing the goals of Project AIMS. Judges will value bold ideas, novel applications of AI or data methods, and inventive ways of combining approaches, datasets, or user interactions that unlock new possibilities for impact.
	**2) Technical Completeness and Functionality**	The solution presents a working and coherent prototype, demonstrator, or workflow that meaningfully addresses the chosen challenge. Judges will assess whether the technical elements (e.g., processing methods, models, interfaces) are implemented in a functional way and could feasibly integrate into the AIMS ecosystem.

	3) Impact, Scalability and Transferability	The solution shows potential to extend the reach and adoption of Project AIMS. Judges will value approaches that demonstrate clear utility now, while also being adaptable to different datasets, jurisdictions, or stakeholder contexts (e.g., NGOs, policymakers, researchers, companies).
	4) User-Centered Design and Usability	The solution is designed with accessibility and clarity in mind, presenting outputs that are intuitive, actionable, and easy for diverse users to interpret. Judges will assess how well the design lowers barriers to adoption, empowers stakeholders, and transforms complex data into meaningful insights.
	5) Effectiveness, Efficiency and Explainability	The solution delivers meaningful results within the constraints of a hackathon. Judges will value lightweight, resource-conscious approaches that are practical to run and easy to reproduce, while still producing outputs that strengthen trust in AIMS results.

Table 3: Challenge-specific Criteria

Challenge-specific Criteria (max 1 point)		**Description**
	1) Data Mining, Processing & Enrichment	Data quality improvement, reproducibility, integration of external sources, practicality, and trustworthiness
	2) AI Model Optimization & Explainability	Template alignment, explainability, accuracy and reliability, insightfulness, and practicality
	3) Application & Visualization for Stakeholder Use	Stakeholder relevance, accessibility and usability, actionability, integration of AIMS resources, and interactivity

	**4) Blue Sky Innovation**	Visionary potential, conceptual strength, exploration of emerging technologies, catalytic value, and ethical and social relevance

Teams, Solutions, and Results

Teams were formed through the online registration system prior to the event. Participants were encouraged to create multidisciplinary groups of four to five members combining technical, analytical, and human rights expertise. The virtual format enabled collaboration across 33 countries and multiple time zones, with participants coordinating through shared online platforms provided by the organizers. During the hacking phase, teams received general guidance and technical support through the communication channels established for the event. Despite limited prior collaboration among most participants, teams demonstrated strong coordination, adaptability, and effective cross-disciplinary engagement throughout the development process.

A total of 23 teams submitted innovative solutions addressing one of the four hackathon challenge tracks. Their work covered diverse areas such as data mining, AI model optimization, application and visualization for stakeholder use, and open innovation.

Table 4: Detailed List of Participating Teams

Name of team	Brief Description of Solution
50M	A web app that scans news articles to identify companies' potential links to modern slavery, generating risk scores through sentiment and keyword analysis.
AI Against Chains	An automated system that extracts, corrects, and structures modern slavery statements using web scraping and OCR to improve dataset quality and accessibility.
AIbolition	An AI model that converts corporate modern slavery statements into structured, verifiable data with confidence scoring, evidence extraction, and actionable recommendations.
Big Milk	A browser plug-in that evaluates companies' ethical performance in real time during online shopping, showing compliance indicators to support informed consumer choices.
ChainBreaker	An AI platform that turns modern slavery statements into interactive insights through chat, benchmarking, and dashboards to promote transparency and accountability.

Code knights	An AI-powered platform that transforms unstructured modern slavery statements into actionable intelligence through retrieval-augmented Q&A, automated gap analysis, and compliance visualization dashboards.
Code4Freedom AU	An explainable AI review system that analyses modern slavery statements with transformer and TF-IDF models, generating rationale-based evidence highlights and calibrated confidence scores for transparent compliance evaluation.
Code4Freedom CA	An interactive dashboard that visualizes AIMS data to help stakeholders interpret, compare, and benchmark modern slavery statement compliance across industries and countries, identifying gaps and improvement areas.
Commit Hope	A unified compliance and transparency platform that enables structured statement generation, applies explainable AI for validation, and provides a public portal to strengthen accountability and trust.
Data Phandas	An explainable AI pipeline that analyses corporate modern slavery reports with transformer models, aligning them to international templates, highlighting evidence, and detecting transparency gaps for accountability.
Firefly	An AI compliance interrogation system using retrieval-augmented generation to query modern slavery statements in natural language, providing evidence-cited answers, gap analysis, and benchmarking dashboards.
Gongpals	An AI analytics platform that rapidly processes modern slavery statements to generate interactive scores, risk maps, trend visualizations, featuring a chatbot, awareness tools, and reporting functions.
Justice Miners	A data mining and enrichment platform that automatically retrieves modern slavery statements, integrates open datasets for analysis, and produces structured dashboards for regulatory and transparency insights.

Meow	A visual extraction and analysis tool that detects and classifies diagrams, signatures, and logos in modern slavery statement PDFs using CLIP and OCR, ensuring bilingual analysis and traceable outputs.
New Horizons Foundation	A detection model with an interactive web interface that classifies text against reporting criteria and explains results through SHAP visualizations and LLM-generated narratives for transparency.
Out Slavery	A lightweight AI tool that analyses modern slavery statements using multilingual OCR, custom text structuring, and retrieval-augmented generation to provide accessible, low-cost transparency solutions.
PolyML	An AI verification system that cross-checks corporate modern slavery statements with global news data using BERT-based claim extraction to detect misleading disclosures and promote accountability.
Quokkas	A compliance assessment tool that evaluates modern slavery statements against seven legal requirements, extracting evidence, analyzing gaps, and generating tailored recommendations and risk categories.
Team Synapse	A data extraction and knowledge management system that processes multilingual modern slavery statements to build detailed company profiles and summaries for large-scale governmental and NGO analysis.
The Aula Team	A survivor-centered dashboard that integrates stories, media, and enforcement data, using fine-tuned BERT to map exploitation risks across sectors and regions and empower survivor-informed interventions.
the due diligents	An AI web application that assesses modern slavery disclosures against 100 criteria through multimodal, explainable analysis, supporting transparent and scalable evaluation for regulators and investors.
TSU Montreal	An AI optimization and explainability tool that classifies statements by reporting category with confidence scoring and evidence linking to improve accuracy, transparency, and reproducibility.

Winning Team	A global AI visualization platform that integrates satellite imagery to detect and map modern slavery risk zones worldwide, revealing exploitation patterns and supporting targeted interventions.

Winning Teams and Solutions

The judging panel recognized eight teams for outstanding achievement and innovation, assessing each solution across key criteria such as creativity, technical completeness, impact, usability, and explainability.

Among these, a single winner and three runners-up were selected. Originally, the plan was to award only two runner-up prizes, but the overall calibre of the submissions was so impressive that the organizers decided to add a third. This constituted an acknowledgment of the remarkable talent, dedication, and ingenuity on display throughout the hackathon.

Table 5: Detailed List of Winning Teams

Winner & Best Team in Challenge 4 Blue Sky Innovation	***Commit Hope*** Developed a compliance and transparency platform integrating all four hackathon challenge areas. It enables structured statement generation using the International Reporting Template, explainable AI validation, and a public transparency portal. Judges praised its paradigm-shifting approach, implementation, and scalability potential.
Runner-up & Best Team in Challenge 1 Data Mining, Processing & Enrichment	***Team Synapse*** Built a data extraction and analytics pipeline capable of processing more than 600,000 statements across jurisdictions. Judges noted the team's strong technical execution, PDF extraction accuracy, and large-scale integration, recognizing it as a strong engineering achievement in data processing.

	**Runner-up & Best Team in Challenge 2** AI Model Optimization & Explainability	***The due diligents*** Delivered a dockerized AI evaluation tool focused on model explainability. It provides interpretable outputs through rationales, highlights, and confidence scoring, keeping humans in the loop for oversight. Recognized for strong technical execution and clarity of design, though narrower in scope than broader applications.
	**Runner-up & Best Team in Challenge 3** Application & Visualization for Stakeholder Use	***Firefly*** Created a compliance interrogation system allowing users to query modern slavery statements in natural language through retrieval-augmented generation. Commended for its clean interface, stakeholder-oriented dashboards, and well-structured architecture supporting professional use cases.
	**A special recognition goes to:**	• Big Milk • Justice Miners • TSU Montreal • ChainBreaker • PolyML

Judges' Reflections

Judges praised the diversity of technical and conceptual approaches, noting a strong balance between creativity and feasibility across submissions. They highlighted the exceptional professionalism of the top teams, the tangible readiness of several tools for real-world use, and the collaborative spirit that defined the event. Mentors observed significant learning outcomes among participants, particularly regarding responsible AI practices, interdisciplinary cooperation, and the translation of research into actionable impact.

Hackathon Participants' Evaluation

This section summarizes the results of the post-event survey completed by 73 participants (41.2% of the registered ones) to evaluate learning outcomes, satisfaction levels, and overall experience during the AIMS Hackathon 2025. The assessment explores three main dimensions: (i) the hackathon's effectiveness in achieving its learning and impact goals; (ii) the perceived relevance and design of the challenge tracks; and (iii) the quality of the overall participant experience and event support.

The findings illustrate how the hackathon enhanced awareness, technical competence, and interdisciplinary collaboration in applying AI for social good, while also identifying areas for further improvement and innovation.

Evaluation of Hackathon Goals & Impact

Learning emerged as the primary motivation for participation (67%), followed by contributing to social good (22%), networking (8%), and prizes (3%). This distribution reflects a participant cohort driven mainly by curiosity, capacity-building, and social impact rather than competition incentives.

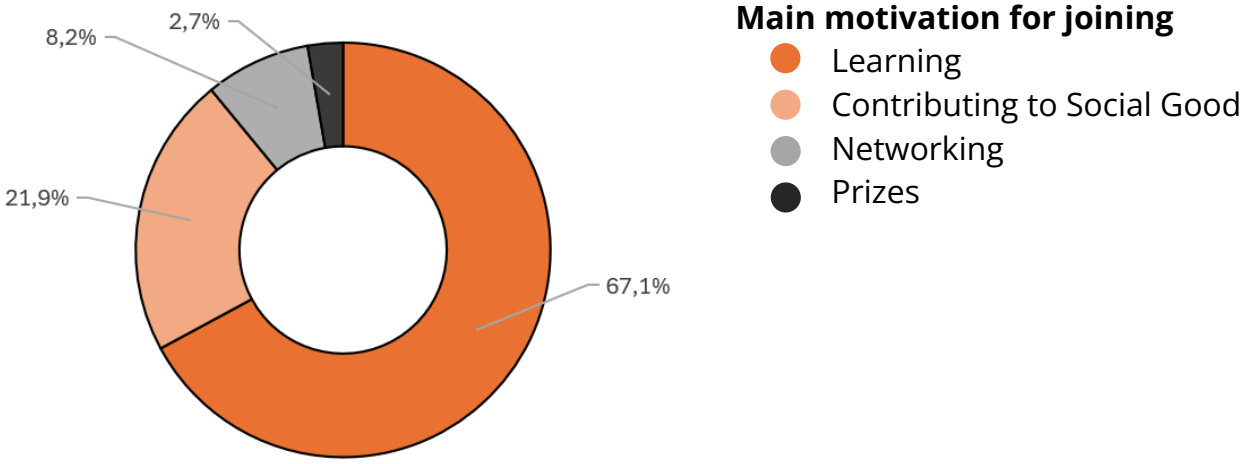


Figure 5: Primary Motivations for Participating in the Hackathon

Results from the survey demonstrate consistently strong outcomes across all eight evaluated dimensions, with average scores ranging from 3.9 to 4.4. Participants reported the highest impact in raising awareness of modern slavery issues (4.37), showing a clear improvement compared with the pre-assessment, where most respondents indicated only

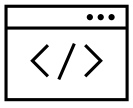
moderate familiarity. This confirms that the hackathon effectively deepened understanding of the systemic and operational dimensions of modern slavery in global supply chains.

High scores were also recorded for open-source collaboration (4.26) and ethical and responsible AI design (4.23), reflecting participants' recognition of the event's contribution to advancing both technical competence and ethical awareness. Learning related to Project AIMS development (4.19) and AI for corporate transparency and accountability (4.11) further highlights the hackathon's success in linking innovation with real-world applications for social good.

The dimensions related to scalability and real-world readiness (4.08), collaboration across disciplines (3.96), and technical skills (3.92) also received positive evaluations, indicating that participants valued the collaborative, hands-on learning environment. Overall, the results confirm that the hackathon met its objectives in enhancing awareness, fostering collaboration, and building participant capacity to apply AI solutions for ethical and socially impactful purposes.

4.37/5

Modern Slavery Awareness

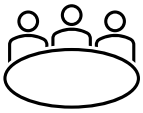


4.26/5

Open-Source Collaboration

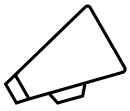
4.23/5

Ethical AI Design Skills



4.19/5

Project AIMS Development

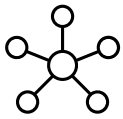


4.11/5

AI & Corporate Accountability Awareness

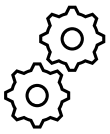
4.08/5

Scalability & Real World Readiness



3.96/5

Collaboration Across Disciplines



3.92/5

Technica Skills

Figure 6: Participant Evaluation of Hackathon Goals and Impact

Evaluation of Hackathon Challenges & Objectives

Participants were asked to assess the clarity, relevance, and effectiveness of the hackathon's four challenge tracks, which represented distinct areas of technical and conceptual exploration within Project AIMS. The results show consistently positive feedback across all challenges, with average scores ranging between 3.9 and 4.3, confirming that the thematic structure and methodological diversity of the tracks successfully supported innovation and participant engagement.

Challenge 1 – Data Mining, Processing and Enrichment

This track focused on improving the accessibility, structure, and quality of modern slavery datasets used in Project AIMS. Participants worked on methods for data extraction, cleaning, and enrichment from public registries. Survey results indicate that participants strongly agreed that the challenge improved the *quality and usability of datasets* (average 4.16), demonstrating the practical value of the work produced and its relevance to the project's broader data infrastructure.

Challenge 2 – AI Model Optimization and Explainability

The second challenge invited participants to enhance the performance, transparency, and interpretability of machine learning models used to analyze modern slavery statements. Respondents rated this challenge positively (average 3.91), agreeing that *the solutions improved the transparency and trustworthiness of AI models*

Challenge 3 – Application and Visualization for Stakeholder Use

This challenge encouraged participants to design user-centered tools that translate AIMS outputs into accessible and actionable formats for researchers, policymakers, and civil society. Participants agreed that *the solutions made outputs more accessible and actionable for stakeholders* (average 4.23).

Challenge 4 – Blue Sky Innovation

The final track allowed teams to experiment freely and explore *new directions for AI applications against modern slavery*. This open-ended format stimulated creativity and conceptual exploration, resulting in an average rating of 3.92. Moreover, most participants

indicated that they were able to reach out for support during the challenge and that they received adequate guidance when needed.

Overall, the statement *"The hackathon challenge tracks were relevant and well-designed"* received an average score of 4.30, confirming participants' strong satisfaction with the structure and relevance of the challenges. This positive evaluation demonstrates the hackathon's success in effectively bridging technical innovation with usability and social impact. It also reflects participants' solid understanding of responsible AI principles and the importance of model transparency and explainability in human rights applications. The high satisfaction rate further highlights the value of the hackathon as an experimental space for fostering visionary ideas and identifying emerging research directions within the AIMS ecosystem.

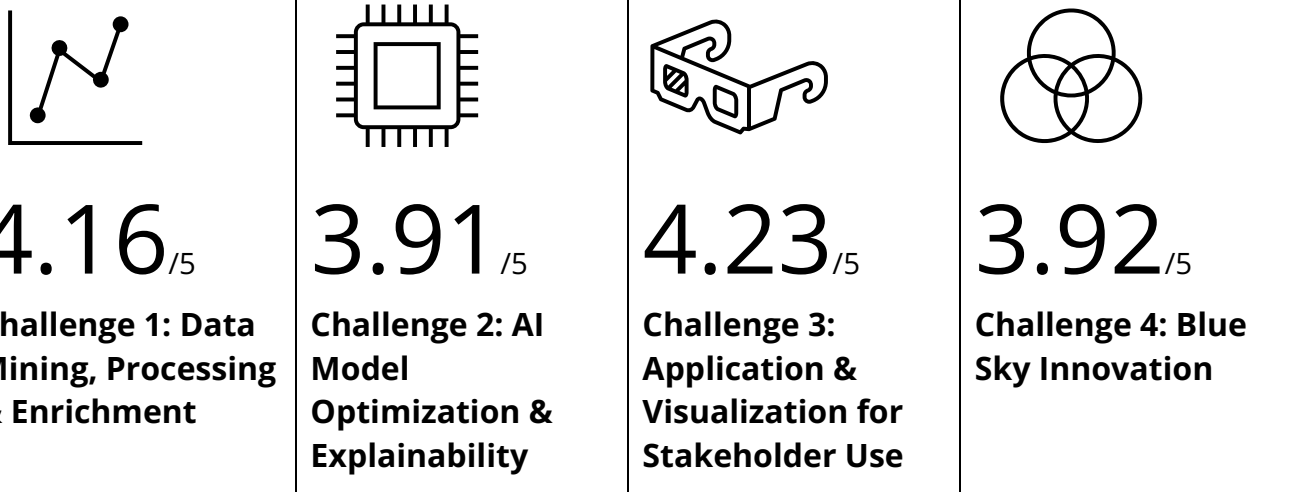


Figure 7: Participant Evaluation of Hackathon Challenges

Evaluation of Experience & Support

Participants provided feedback on the adequacy of technical resources, time management, organization, and the overall support provided during the hackathon. The results indicate generally positive perceptions, with average scores ranging from 3.67 to 4.27, showing that the event met participant expectations in most areas.

The talks, workshops, and mentoring sessions received the highest rating (4.27), reflecting their value in guiding participants through the competition and enhancing their learning experience. Similarly, connections with international participants and speakers (4.07) and

organization and communication (3.99) were positively rated, highlighting the hackathon's strength in fostering an inclusive and well-coordinated environment.

Feedback on technical resources and datasets (3.89) and networking opportunities (3.74) remained satisfactory but indicated areas where participants saw room for enhancement, such as expanding the available tools or facilitating more structured networking activities. The lowest-rated aspect was the time available to develop solutions (3.67). Even after extending the time available, many participants still felt that additional time would have strengthened their ability to experiment, iterate, and polish their ideas. This feedback suggests that future editions may benefit from an even more spacious timeline to support deeper exploration and refinement.

Final Feedback Review

The final survey section collected participants' overall impressions of the hackathon, including satisfaction, willingness to recommend the event, and interest in future participation. The results demonstrate an exceptionally positive experience and strong endorsement of the AIMS Hackathon 2025.

An overwhelming 95.9% of respondents stated they would recommend the hackathon to others, and the overall satisfaction reached an average score of 4.21 out of 5. The majority (87.7%) also indicated they were likely or very likely to participate again, confirming the hackathon's ability to inspire lasting engagement within the Project AIMS community.

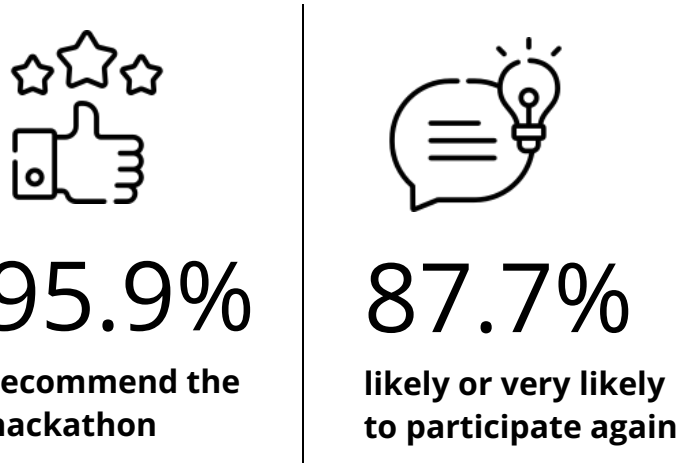


Figure 8: Participant Overall Evaluation of the AIMS Hackathon

Open feedback from participants reinforced these results, describing the hackathon as ***"an amazing opportunity to learn, contribute to a better world, and connect with***

people globally." Many highlighted the event's educational value, excellent organization, and the empowering experience of working on socially impactful AI solutions. Comments consistently praised the quality of mentoring, diversity of participants, and clarity of purpose, noting that the hackathon succeeded in combining technical innovation with ethical awareness.

Participants also shared constructive recommendations for future editions. Some proposed extending the hackathon timeline to allow for deeper development and testing. Others recommended expanding technical resources, such as broader access to GPUs; pre-trained models were already provided, though participants noted that additional options could further support their workflow.

Time-zone considerations were also raised, particularly by participants from Africa and Asia. Because this edition operated on Australian and U.S. working hours in line with the organizers' locations, this feedback will inform more globally inclusive scheduling in the future.

A number of respondents encouraged exploring in-person or hybrid formats to boost collaboration, and several highlighted the importance of continued engagement beyond the event, through opportunities like internships, funding, or mentorship. The organizers have already taken steps in this direction, including launching a new podcast series that showcases participant projects and supports ongoing community connection.

Overall, the feedback reflects high satisfaction and deep appreciation for the hackathon's mission and execution. Participants viewed the event as an empowering, educational, and collaborative experience that advanced their skills while contributing to global efforts against modern slavery.

Five Takeaways from the AIMS Hackathon 2025

The outcomes of the AIMS Hackathon 2025 offer valuable insights into how artificial intelligence can advance the global fight against modern slavery. The following key takeaways capture what the hackathon revealed about applying AI responsibly to enhance corporate accountability, improve data quality, and strengthen the broader impact of Project AIMS.

1. AI Can Transform the Analysis of Modern Slavery Data

The hackathon showed that AI can significantly accelerate the review of corporate modern slavery statements, reducing manual effort and enabling more consistent, evidence-based insights into compliance and risk.

2. Explainability and Transparency Are Essential for Trust

Technical accuracy alone is not sufficient. Explainable AI that links evidence and provides confidence scores builds accountability and ensures alignment with human rights principles.

3. Data Quality and Standardization Remain Critical Challenges

Despite progress, fragmented and inconsistent disclosures still hinder analysis. The hackathon underscored the need for harmonized templates and open, multilingual datasets to support scalable, fair AI applications.

4. Cross-Sector Collaboration Strengthens Impact

The collaboration between academic, nonprofit, and technology partners proved that innovation in human rights is strongest when ethical and technical expertise are combined under shared governance.

5. AI for Human Rights Is Becoming a Practical Reality

Responsible AI is moving from theory to practice. Participants built tools for transparency and compliance that can inform policymaking and strengthen corporate accountability.

1.	2.	3.	4.	5.
AI Can Transform the Analysis of Modern Slavery Data	**Explainability and Transparency Are Essential for Trust**	**Data Quality and Standardization Remain Critical Challenges**	**Cross-Sector Collaboration Strengthens Impact**	**AI for Human Rights Is Emerging as a Practical Discipline**

Figure 9: Key Hackathon Takeaways

Conclusions

The AI Against Modern Slavery Hackathon 2025 showed what's possible when global collaboration, responsible innovation, and social purpose meet. Over one month, 227 participants from 33 countries, including students, engineers, researchers, and advocates, joined forces to build AI tools that help uncover, analyze, and prevent modern slavery in supply chains. Working fully online, teams designed 23 prototypes applying cutting-edge methods such as retrieval-augmented generation, multilingual text extraction, and explainable AI to improve transparency, accountability, and due diligence in corporate reporting.

Participants arrived with varied levels of experience but shared a common goal: to make AI serve humanity. Through expert-led training and peer learning, they developed the confidence to turn complex ideas into actionable solutions. Survey feedback confirmed that the hackathon deepened participants' understanding of human rights challenges while strengthening technical and ethical AI skills. Nearly all participants said they would join again, highlighting the event's value as a collaborative and empowering experience.

For Project AIMS and its partners, the hackathon reinforced the importance of open data, interdisciplinary learning, and accessible technology in addressing global human rights issues. It proved that innovation thrives when knowledge is shared freely and when diverse perspectives shape the tools of the future. The creativity and technical maturity of the winning teams demonstrated how AI can enhance the analysis of modern slavery disclosures and make compliance frameworks more effective across jurisdictions.

Ultimately, the AIMS Hackathon 2025 became a collective effort to reimagine how artificial intelligence can promote corporate responsibility, inform better policy, and empower those working to end exploitation. Its success reaffirmed that the fight against modern slavery benefits most when technology is built not for people, but *with* them, ensuring that the power of AI remains a force for human dignity and accountability worldwide.

Publication information

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Disclaimer:

This study was prepared by DOTANK Plus on behalf of the AIMS Project. The analysis is based on information provided by the Partner Organizations and data collected from participants' surveys. DOTANK Plus was reassured by those providing the data that it was valid and accurately reflected the reality of the situation.

This study is intended solely for the use of the AIMS Project Partner Organizations. Any utilization of this report or decisions made based on its content are the responsibility of the Partner Organizations. DOTANK Plus does not assume liability for any outcomes resulting from decisions or actions taken based on this report.

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Appendix A - Useful Links

1. AIMS Hackathon – Fundación Pasos Libres
2. Analysis of modern slavery statements in response to the Modern Slavery Acts
3. Pasos Libres Instagram Page
4. Pasos Libres LinkedIn Page