

CAMPUSES

Melbourne (Bundoora)
Albury-Wodonga
Bendigo
City (Collins Street)
Franklin Street (CBD)
Mildura
Shepparton
Sydney

13th March 2017

António Guterres
Secretary General
United Nations
New York
NY 10017
USA

Dear Secretary General

I am pleased to confirm that La Trobe University continues to support the ten principles of the UN Global Compact with respect to human rights, labour, environment and anti-corruption.

Since committing to the principles in 2010, we have undertaken to embed these as business as usual within our operations, transparently communicate this commitment on our website, and will endeavour to further engage key stakeholder groups to understand the importance of this continuing commitment.

We have previously submitted annual sustainability reports as evidence of our commitment and action in this space, but this year we are submitting a standalone UN Global Compact report that highlights our efforts and achievements in this area.

In addition to the above, we are keen to become more involved in our Local Network where the opportunity arises and look forward to processing and deepening our commitment in this way.

Yours sincerely



Professor John Dewar
Vice Chancellor

Principles		La Trobe Commentary/Response	Links to Source Info & Data
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	<p>The University has a range of policies in place to respect human rights and support a diverse and respectful learning community and workplace.</p> <p>Some of the key policies are:</p> <ul style="list-style-type: none"> • Diversity and Inclusion (Staff) Policy • Gender Equity Policy • Charter of Student Rights and Responsibilities • Anti-Bullying and Harassment (Students) Procedure • Workplace Behaviours Policy <p>These commitments are disseminated and embedded through various staff and student induction, training, and communications channels.</p>	<ul style="list-style-type: none"> • Gender Equity Policy • Anti-Bullying and Harassment (Students) Procedure • Charter of Student Rights and Responsibilities • Conscientious Objections Policy Diversity and Inclusion (Staff) Policy • Workplace Behaviours Policy
	Principle 2: make sure that they are not complicit in human rights abuses.		
Labour	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	<p>The Collective Agreement is an enabler for the vision and objectives of the University and provides an important framework to support our progress and success as a leading teaching and research University.</p> <p>The Collective Agreement outlines the various modes of employment available including Academic, Professional, Casual, Full/Part time and Fixed Term arrangements. Adherence to these employment categorisations within the agreement ensures that La Trobe eliminates any potential issues relating to forced, compulsory or child labour. All staff of La Trobe University are eligible to join the National Tertiary Education Union (NTEU), which is a specialist union for academic, and general staff working in higher education.</p> <p>Terms and Conditions required for any organisation to do business with the University are detailed in Procurement and Contracting documents to ensure that they are in compliance with all laws and disclose any labour issues. A sample clause is “Participants are also required to disclose whether their conditions of employment or rates of pay to persons, engaged as employees or contractors, might be considered as exploitative or outside the norm in industry.”</p>	<ul style="list-style-type: none"> • La Trobe University Collective Agreement 2014 • La Trobe Legal Processes
	Principle 4: the elimination of all forms of forced and compulsory labour;		
	Principle 5: the effective abolition of child labour; and		
	Principle 6: the elimination of discrimination in respect of employment and occupation.	<p>The University has a Diversity and Inclusion Policy and its HR recruitment practices align to the principles of this policy.</p> <p>Staff are trained on how to comply with policy in this regard, and how to promote positive workplace behaviours.</p>	<ul style="list-style-type: none"> • Diversity and Inclusion (Staff) Policy • Workplace Behaviours Policy

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Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges;	<p>The University supports a precautionary approach to environmental challenges in a number of ways.</p> <p>The organisation has adopted environmental sustainability targets that are monitored and reported on each year. The focus on energy and water efficiency, and integration of renewable energy are supported through a committed capital budget for sustainability projects.</p> <p>As part of the Infrastructure & Operations Division, the University employs a team of people that work within its Environmental Sustainability Unit which incorporates the Environmental Operations and the Wildlife Sanctuary teams.</p> <p>Environmental Operations is based at the main Melbourne Campus but oversees activities related to minimising the environmental footprint of operations on all campuses.</p> <p>This area monitors, measures, analyses and reports on impacts through various external and internal reporting mechanisms. Some such as NGER, NPI and FRD 24C are compliance based requirements, while others such as TEFMA, Environmental Scorecard, and Senior Leadership Team ISO Reporting are voluntary mechanisms that ensure oversight of a proactive and precautionary approach to managing environmental challenges.</p> <p>An Environmental Management System (EMS) is in place within the Infrastructure & Operations Division to identify and manage risks, and work consistently towards continual environmental improvements. The University is aiming to have this system certified in 2018.</p> <p>The La Trobe Wildlife Sanctuary team work to create and enhance biodiversity through native bushland regeneration and deliver education programs and citizen science initiatives to La Trobe students, schools students and the broader community, which builds capacity and knowledge to respond to environmental challenges.</p>	<ul style="list-style-type: none"> • Sustainability on Campus – Brochure and Targets • National Greenhouse Emissions Reporting (NGER) • National Pollution Inventory (NPI) • Financial Reporting Directive 24C (FRD 24C) • ISO 14011 Environmental Management • La Trobe Wildlife Sanctuary

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Environment (continued)	Principle 8: undertake initiatives to promote greater environmental responsibility; and	<p>La Trobe takes its responsibility on environmental sustainability seriously, embedding it at the core of the overall University Strategy - Future Ready. Key objectives are summarised in the Sustainability Plan, and the Sustainability Policy and Planning Group, chaired by the Vice-President (Administration), oversees implementation of agreed actions from the Plan.</p> <p>La Trobe hosts information about environmental sustainability initiatives, practices, and performance on its website to transparently communicate commitments and achievements in this space.</p> <p>Environmental sustainability is promoted in staff and student inductions to provide a foundational understanding of the University's commitment, and this is further supported through various other communications channels, programs and supporting collateral to encourage sustainable action on campuses.</p> <p>Sustainable transport options such as public transport discounts, a free campus shuttle bus, secure end of ride cycling facilities, cycling events (e.g. Bikers Brekkies and Ride to Uni Day), carpooling, car share and a bike share program are provided to encourage the take up of lower impact and healthier travel choices.</p> <p>Staff and students are encouraged to support Fair Trade through provision and promotion of products on our campuses, and through events and rewards such as reusable cups and coffee vouchers.</p> <p>Reduction, reuse and recycling of resources such as energy, water and materials, is encouraged through the design and delivery of our buildings and the operation of both our built and open spaces.</p> <p>Through the work at the La Trobe Wildlife Sanctuary, primary, secondary, and tertiary students, staff and the broader community are engaged in educational and scientific experiences to develop their connection with and care for the natural environment.</p> <p>To enhance the local environment and deliver on-ground experiences, there has been an ongoing project that protects, creates and enhances remnant and reclaimed bushland which increases biodiversity values for the University and the broader region. This 30 hectare Sanctuary provides the back drop for the various educational and research experiences available to the University and the broader community.</p> <p>The University has also committed to ensuring all undergraduates have exposure to the La Trobe 'Sustainability Thinking Essential' as a way of teaching students that sustainability is relevant to and should be considered in all disciplines.</p>	<ul style="list-style-type: none"> • Future Ready • Sustainability Plan • Sustainability Website • Sustainability Practices • Sustainability Performance • Transport Central • Fairtrade Commitment • La Trobe Essentials – Sustainability Thinking

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Environment (continued)	Principle 9: encourage the development and diffusion of environmentally friendly technologies.	<p>La Trobe's Infrastructure and Operations Division supports, undertakes and promotes the uptake of environmentally friendly technologies within the University and externally. Aligned with the current Sustainability Plan, this has included:</p> <ul style="list-style-type: none"> • Driving the deployment of on-site renewable (solar PV) energy generation across the University; • Upgrading facility infrastructure, including: <ul style="list-style-type: none"> ✓ Transitioning to LED lighting technology and distributed intelligence automation systems. ✓ Improving Building Management Systems to enable greater/smarter controls on mechanical systems. ✓ Increasing recycling streams to divert more physical waste from landfill. ✓ Applying metering to stormwater harvesting systems to gain a more accurate understanding of stormwater consumption. • Transitioning to quarterly environmental performance reporting through the University's website; • Presenting case studies and sharing knowledge at industry events and conferences; • Establishing an environmental management committee and progressing with the development of an EMS covering I&O's operations to be certified to ISO 14001; and • Standardising environmental management requirements for contractors. 	<ul style="list-style-type: none"> • Sustainability Plan • Sustainability Performance • Energy & Water Initiatives • Recycling Steams
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	<p>The University has policies and processes to ensure academic integrity and integrity in its procurement and financial operations.</p> <p>Terms and Conditions required for any organisation to do business with the University are detailed in Procurement and Contracting documents to ensure that they are in compliance with all laws and avoid collusive and anti-competitive behaviours. A sample clause is “Participants and their personnel must not engage in any collusive Tendering, anti-competitive conduct or any other similar conduct with any other Participant or any other person in relation to the preparation or lodgement of a Proposal.”</p> <p>Any member of the University community, visitor to the University or member of the general public that wishes to make a complaint or report an incident involving the University or an officer of the University may do so to the Risk Management, Internal Audit Office or as a protected disclosure under the Protected Disclosure Act 2012.</p>	<ul style="list-style-type: none"> • Academic Integrity Policy • Fraud and Corruption Management Policy • Protected Disclosure Policy