



**MONASH**  
University

**UN GLOBAL COMPACT  
COMMUNICATION ON  
ENGAGEMENT**

**REPORTING 2016–2017**

A portrait of Professor Margaret Gardner, Vice-Chancellor of Monash University. She is a woman with shoulder-length reddish-brown hair, wearing a black dress with a pearl necklace. She is standing with her hands on her hips against a dark grey background.

## STATEMENT OF CONTINUED SUPPORT BY VICE-CHANCELLOR

30 April 2018

### To our stakeholders,

Monash University was founded to benefit the community, and over six decades it has developed an international reputation for benefiting communities worldwide through research, innovation and education that addresses some of the greatest challenges of the age, including those of social justice, human rights and environmental sustainability.

In this spirit, I am pleased to reaffirm Monash University's support for the United Nations Global Compact and its Ten Principles in the areas of human rights, labour, environment and anti-corruption.

Through our commitment to the UN Sustainable Development Goals, as a signatory to the Principles for Responsible Management Education (PRME) and as host to the UN Sustainable Development Solutions Network (Australia-Pacific), Monash aspires to demonstrate the fundamental role that universities play in mobilising scientific and technical expertise in support of sustainable development problem solving.

Over the 2016/17 reporting period the University made considerable advances to realise this aspiration. A core element in this endeavour was the launch of our Environmental, Social and Governance (ESG) Statement, which commits Monash to heightened levels of environmental and social sustainability across research, education, engagement and operations.

Through our Net Zero Initiative, announced in October 2017, Monash has also become a leader in action on climate change. Overall the University is investing \$135 million to engage with governments and businesses and to utilise technologies developed from our world class research programs to achieve net zero carbon emissions by 2030.

Internationally the University also continues to create remarkable impact. The Revitalising Informal Settlements and their Environments (RISE) program represents a singular example of the advances Monash is making in the emerging discipline of 'planetary health'. Working with communities, governments, local leaders and partner institutions in Fiji and Indonesia, RISE is working to transform water management to improve sanitation and wellbeing in informal settlements and help solve one of the most significant public health issues worldwide.

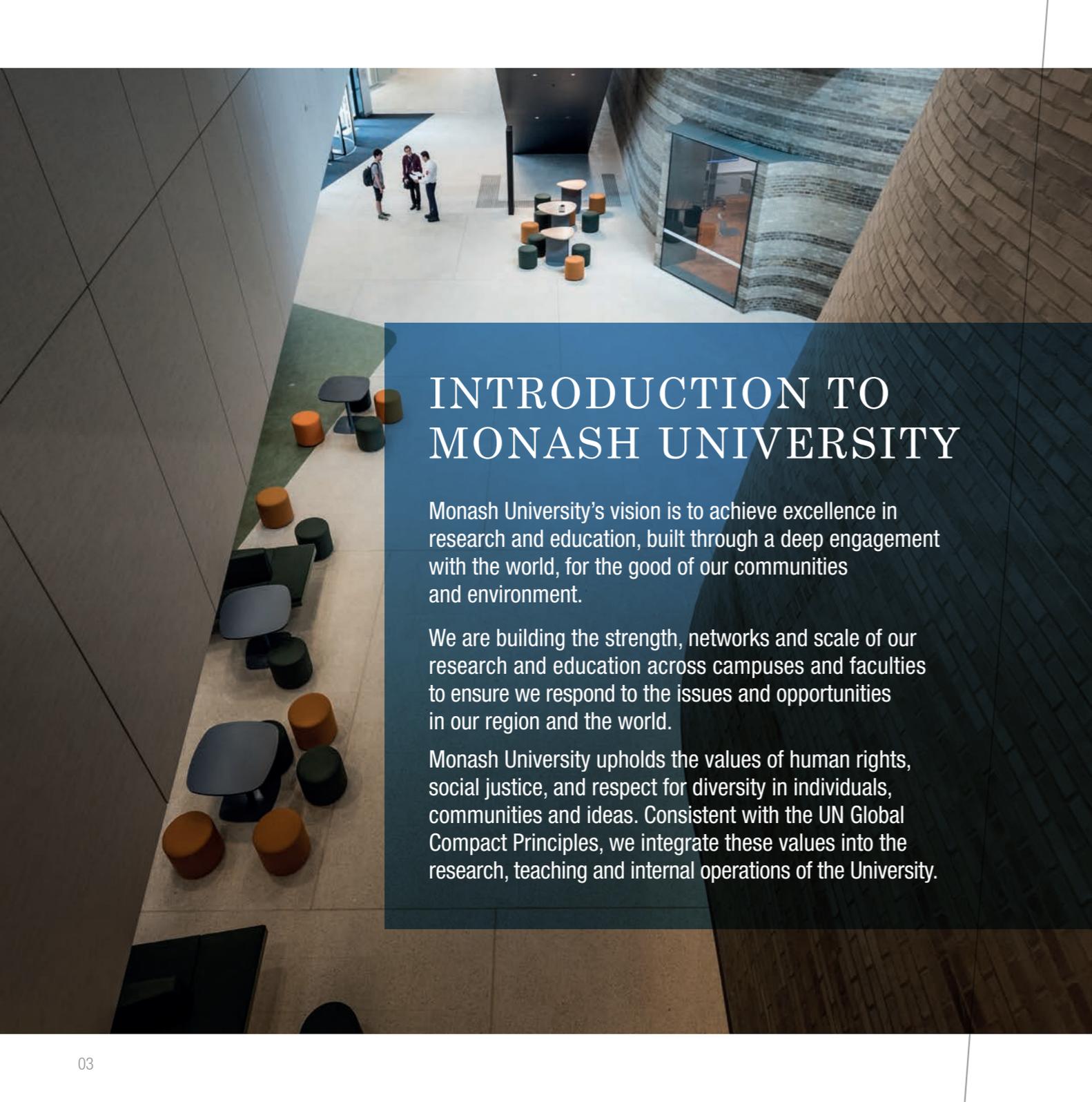
This Communication of Engagement provides an overview of these and other activities, operations and initiatives undertaken between January 2016 and December 2017 that demonstrate our commitment to the Principles of the Global Compact. We also commit to sharing this information with our stakeholders using our primary channels of communication, and we welcome feedback on its contents.

Sincerely

A handwritten signature in black ink that reads "Margaret Gardner".

**PROFESSOR MARGARET GARDNER**

President and Vice-Chancellor, Monash University



## INTRODUCTION TO MONASH UNIVERSITY

Monash University's vision is to achieve excellence in research and education, built through a deep engagement with the world, for the good of our communities and environment.

We are building the strength, networks and scale of our research and education across campuses and faculties to ensure we respond to the issues and opportunities in our region and the world.

Monash University upholds the values of human rights, social justice, and respect for diversity in individuals, communities and ideas. Consistent with the UN Global Compact Principles, we integrate these values into the research, teaching and internal operations of the University.

### FOCUS MONASH: STRATEGIC PLAN 2015-2020

The Focus Monash: Strategic Plan 2015–2020 lays out our goals and priorities for this five year period. The plan commits us to being a deeply internationalised, enterprising and inclusive university, striving for international excellence in research and education. The plan also emphasises our commitment to collaboration across industry, government, academia and community partners across the world.

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**“Through excellent research and education, Monash will discover, teach and collaborate with partners to meet the challenges of the age in service of national and international communities”**

*Focus Monash: Strategic Plan 2015-2020*

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One of our core goals is to be inclusive across all operations and functions with a particular emphasis on inclusive education. Programs and activities supporting this goal provide talented students an equal opportunity to learn at Monash through pathways, transition approaches, quotas, and scholarships to increase access and success.

Focus Monash also guides staff welfare and success, and environmental sustainability across all Monash University campuses. It details our strategy to continue to attract, develop, and retain the best academic and professional staff and support them to achieve excellence. Additionally, environmental sustainability is emphasised within the plan. Our public commitment to developing each campus to become an exemplar of environmental practice is an important enabler within the strategic plan.

### MONASH ENGAGEMENT IN GLOBAL COMPACT RELATED NETWORKS

#### Principles for Responsible Management Education

Through teaching, Monash University plays a vital role in achieving the SDGs by equipping the next generation of leaders and innovators with the knowledge and skills to address sustainable development challenges.

Our courses prepare graduates to be responsible and effective global citizens who engage in an internationalised world, exhibit cross-cultural competence, and demonstrate ethical values.

We promote these values through Monash Business School's participation as a signatory to the Principles for Responsible Management Education (PRME). Our Sharing Information on Progress Report on activities that engage the six principles of PRME was published in 2016. Monash Business School also joined the UN PRME Champions group in 2016.

#### Global Compact Network of Australia

Monash is an active member of the Global Compact Network of Australia (GCNA) attending and partnering on events, participating in Annual General Meetings and responding to calls for input on local issues.

Since 2015 we have partnered on:

- The 2016 Australian SDGs Summit: On the Road to Implementation;
- The Business and Climate Forum;
- Beyond Business as Usual: Collaboration for SDG Impact Reporting; and
- The launch of Human Rights Translated 2.0: A Business Reference Guide in 2017.

## ENVIRONMENTAL, SOCIAL AND GOVERNANCE STATEMENT

**“To achieve its goals, the University must be financially, socially and environmentally sustainable and must reflect its values in the way it operates; acting ethically, fairly, transparently and with generosity of spirit. The University’s practice must also support these goals with our campuses aiming to become exemplars of environmental practice”**

*Focus Monash: Strategic Plan 2015-2020*

In order to ensure that we are able to reflect our commitment to social and environmental sustainability, the Monash University Environmental, Social and Governance statement (ESG) was released in 2016. The statement commits us to heightened levels of environmental and social sustainability through research, teaching, investments and how we engage across our industry and government partners.

Actions we are taking include:

- **Addressing** climate change by reducing carbon emissions through a University commitment to achieving net zero carbon emissions by 2030
- **Influencing** the transition to a net zero carbon economy by engaging with governments and businesses and utilising the technologies developed from Monash’s world class research programs
- **Participating** in local, regional and international networks that result in improved adoption of sustainable development solutions
- **Improving** the understanding of environmental, social and governance investment issues, risks and sustainable finance in the student population and management
- **Reviewing** the environmental, social and governance factors relating to our direct and indirect investment portfolios every year University.

## COMMITMENT TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)

In 2016 Monash signed a landmark university commitment to the Sustainable Development Goals. The commitment is an initiative of the UN Sustainable Development Solutions Network (SDSN) Australia/Pacific, which is a chapter of a global network of universities and knowledge institutions launched by the UN Secretary General to mobilise global scientific and technological expertise in support of sustainable development and the SDGs.

**“Monash supports and promotes the principles of the Sustainable Development Goals through our world leading research, innovation and education. We will strive to ensure our campuses and major programs are environmentally sustainable and socially inclusive, which will include reporting on our activities in support of the goals.”**

*University Commitment to the Sustainable Development Goals, 2016*

## MONASH SUSTAINABLE DEVELOPMENT INSTITUTE (MSDI)

**“Universities have a critical role to play in achieving the SDGs through their research, innovation, education and leadership. It is vital that this role is nationally recognised.”**

*Professor Margaret Gardner, Vice Chancellor Monash University and Chair of Universities Australia, 2017*

Monash Sustainable Development Institute (MSDI) is harnessing Monash’s strength in interdisciplinary research and education programs to help achieve the United Nation’s 17 Sustainable Development Goals. MSDI has built extensive relationships with over 180 industry, government and academic partners around the world, and its work is driven by a passion for research, education and sector engagement that makes a practical difference.

## SUSTAINABLE DEVELOPMENT SOLUTIONS NETWORK (SDSN)

The Sustainable Development Solutions Network (SDSN) Australia/Pacific is hosted at Monash through the Monash Sustainable Development Institute. SDSN promotes solutions and initiatives that demonstrate the potential of technical and business innovation to support sustainable development.

Over the past three years, we have actively supported SDSN to hold a series of workshops to identify which SDGs and targets are most important to Australia, and to consider the interlinkages between them. MSDI was a key contributor to the development of SDSN Australia/Pacific’s *Getting Started with the SDGs in Universities: A Guide for Universities, Higher Education Institutions, and the Academic Sector*. The guide provides practical guidance for universities on how they can accelerate their contributions through research, teaching, operations and leadership towards implementing the SDGs.

**“SDSN Australia/Pacific’s SDG Guide for Universities is fast becoming a reference for universities around the world.”**

*Professor Jeffrey Sachs, Director UN-SDSN, 2017*

Throughout the current reporting period, Monash University has remained listed as a participant in the Academia category of the United Nations Global Compact. Previous reporting on engagement with the Global Compact principles can be found [here](#).

In this Communication on Engagement, we present an overview of how our internal operations actions and outcomes have supported the Global Compact principles between January 2016 and December 2017. Monash University has leading teaching and research strengths and expertise in many areas of sustainability, human rights and business practice.

This report also features a selection of examples that best demonstrate our education effort to teach topics related to the Global Compact as well as key applied research priorities and thought leadership that relate to the Global Compact Principles.

# 1 | HUMAN RIGHTS

## PRINCIPLE 1

BUSINESSES SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS

Monash University supports, respects, and protects human rights through all of its activities and operations. We are committed to promoting equal opportunity in education and employment and to adhering to the global principles of justice and equity according to the United Nations and International Labour Organisation Conventions, Covenants and Declarations. Human rights issues regarding staff and students within Australia are implicit in the legislation the University complies with.

## PRINCIPLE 2

MAKE SURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES

Monash University provides a diverse working and learning environment supporting inclusion of Indigenous Australians, people from financially and socially disadvantaged backgrounds, people from rural and regional areas, people with disabilities, women in the workplace, people of diverse genders and sexualities and people from diverse cultural backgrounds.

## ACTIVITIES AND OUTCOMES

### Education and Research

- Monash promotes equal rights and opportunities. We are committed to becoming the Australian university making the greatest contribution to social mobility through our capacity to recognise, support and extend talented students from educationally disadvantaged backgrounds, low socio-economic status areas or for those experiencing financial hardship. We do this through programs such as the [Special Entry Access Scheme \(SEAS\)](#), [Monash Guarantee](#), [Indigenous Entry Scheme](#), Pathway to Law via Arts, Science or Commerce for Indigenous Australians, and the [Achieving Potential](#) scholarships.
- Indigenous participation and scholarship at Monash is guided by our *Indigenous Admissions Strategy* which focuses on widening access for Indigenous students. The University is continuing to work with the community to augment Indigenous student numbers, with the eventual aim of national population parity in participation and success rates.
- Human rights scholarship is included within a broad range of courses including: [Managing diversity and inclusion](#), [Bachelor of Global Studies](#), [Human rights, law and ethics contexts for social work practice](#) and the [Master of Human Rights Law](#).
- The [Castan Centre for Human Rights Law](#) promotes and protects human rights through its world-renowned public scholarship. In pursuit of this mission, the Centre works across research, teaching, public education, policy and student programs. It is a trusted voice in public debates and mentors many of the human rights leaders of tomorrow.
- [Monash Gender, Peace and Security](#) through its [GPS Focus Program](#) invests in research that generates new high impact knowledge to influence national and international policy, bringing women's voices and gendered perspectives into analyses of peace and security processes and conflict prevention.
- The [Michael Kirby Centre for Public Health and Human Rights](#) is a collaboration of interdisciplinary scholars in the School of Public Health and Preventive Medicine. Research carried out by the Kirby Centre has a strong translational focus with the aim of influencing policies and programmes so that the fulfilment of human rights is regarded as an integral component of good public health practice.

### Operations

- The [Annual Diversity and Inclusion program](#) for 2016 was themed *'Inclusion Works'* which focused on gender equity, indigenous engagement, disability awareness, diverse genders and sexualities, student equity, intercultural competence and other social justice initiatives. Events included staff workshops on supporting students with autism spectrum disorders, a workshop on bridging the gap between domestic and international students, the launch of the Monash Queer Mentoring Program for lesbian, gay, transgender, intersex and queer students, and a seminar on the influence of family relationships on higher education participation and engagement.
- In order to drive and monitor the progress of our diversity and inclusion program, a Diversity and Inclusion Committee chaired by the President and Vice-Chancellor was established in 2017. The committee has strongly supported strategies and programs aimed at improving workplace gender equality.
- We renewed our commitment to the Australian Human Rights Commission's 'Racism. It Stops with Me' campaign and carried out a number of activities to support this commitment including the [Fostering an anti-racist campus culture at Monash: Identifying and eliminating racism guide](#), which was developed by the Social Justice Unit at Monash, and a [Guideline to Accommodate Students and Staff with Strict Religious Observance Obligations](#).
- In 2017, the University established a [Respect Now Always](#) Advisory Committee to implement the nine recommendations of the Australian Human Rights Commission national survey and Change the Course Report on the prevalence of sexual assault and sexual harassment in universities in Australia. The Committee endorsed an [action plan](#) for each of the nine AHRC recommendation for broader consultation. The *Respect. Now. Always* campaign is part of our safer community efforts aimed at tackling sexual assault, interpersonal violence, and harassment within the Monash community.
- In 2017, Monash was reaccredited as a [White Ribbon workplace](#) in recognition of the ongoing investment into addressing violence against women and improving safety, respect and gender equality.
- In 2016-17, we established our [Indigenous Employment Advancement Program \(IEAP\)](#), which is a 12-month opportunity for Indigenous participants to work in various areas of the University while gaining a Certificate IV in Business. We also provided development opportunities for Indigenous students through the Indigenous Leaders Program.

## 2 | LABOUR

### PRINCIPLE 3

BUSINESSES SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING

### PRINCIPLE 4

THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR

### PRINCIPLE 5

THE EFFECTIVE ABOLITION OF CHILD LABOUR

### PRINCIPLE 6

THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION

Throughout 2016-2017, we continued to develop our labour-focused practice, research and teaching. Research and teaching included programs through the Border Crossing Observatory, Castan Centre for Human Rights Law, Centre for Social and Population Research and the Labour, Equality and Human Rights Group.

Operations and practice that upholds the Labour principles included continuing to implement the Monash University Enterprise Agreement (Academic and Professional) Staff 2014, Advancing Indigenous Employment Policy, Equal Opportunity Policy and Monash University Procurement Policy which incorporates an assessment of social impacts of products and services on health, safety, human rights, ethical production processes, social justice, fair trade, diversity and access.

## ACTIVITIES AND OUTCOMES

### Education and Research

- The **Master of Workplace and Employment Law** provides graduate students with a thorough theoretical and practical grounding in workplace and employment law including contemporary law issues, practice and scholarship, and evaluating complex issues from theoretical, international and interdisciplinary perspectives.
- Our **Inclusive Management** course is concerned with leveraging society's diversity for the benefit of individuals, groups and organisations. Students develop a greater understanding of difference and inclusion, identify inclusive management opportunities for different contexts and practice approaches to effectively implement these changes.
- The **Border Crossing Observatory** is a virtual research centre based at Monash that connects Australian and international stakeholders to high quality, independent research on border crossings. The Observatory draws together an international network of critical criminologists and researchers from related disciplines who work in connection with key NGOs to examine border crossings and irregular migration differently, putting the experiences of human beings at the centre.
- The **Labour Law, Workforce and Work-Life Regulation** group works on a broad range of issues in the field of workplace relations law, employment and human resources law, anti-discrimination law, occupational health and safety and work-life regulation and policy. The group teach specialist graduate and undergraduate units and supervises postgraduate research degree candidates in their areas of specialisation.
- The **Oxfam-Monash Partnership** combines the research rigor of Monash academics with the practical expertise and network of Oxfam staff to develop new solutions to development challenges and to improve development practice and its outcomes for communities. Research in **post war Sri Lanka** identified barriers and enablers across rural women's life-course that impact on their participation in sustainable agricultural livelihoods.
- In 2017 the **Australia Consortium for Research on Employment and Work** hosted an international research symposium focusing on comparative employment relations and labour regulation in an international context, with a focus on Asia. Researchers in employment relations and labour regulation from around the world discussed the latest in employment relations and labour regulation in the Asia-Pacific region and beyond, including national regulations and practices, international influences, as well as global trends, challenges and lessons.

### Operations

- For both 2016 and 2017 Monash was awarded an **'Employer of Choice for Gender Equality'** citation by the Commonwealth Government's Workplace Gender Equality Agency, in recognition of Monash's employer commitment to, and leading practice in, promoting gender equality in Australian workplaces.
- A workforce enabling plan guided priority work on strengthening the academy, building a contemporary professional workforce, shaping the workforce profile and leadership in 2016.
- Monash focuses on fostering a safe environment through its **Safer Community Unit** which provides investigation, risk assessment/management and coordination role to reduce risk to staff, students and the organisation of inappropriate, concerning and/or threatening behaviour; and encourages a proactive safety culture that fosters communication and innovation through the **Occupational Health and Safety (OH&S)** Management System.
- The Equal Opportunity for Women Committee chaired by the Vice-Chancellor continued to support strategies and initiatives aimed at improving workplace gender equality and increasing representation of women in senior roles across Monash. Gender equity programs in place in the reporting years were the **Senior Women's Shadowing program**, **Advancing Women's Research Success Grant program** and **Women's Mentoring Program**.
- Monash is an inaugural member of the **Science in Australia Gender Equality (SAGE)** pilot of the Athena SWAN program. Our inclusion in the pilot is extending our capacity to enhance gender equity across science, technology, engineering, mathematics and medicine (STEMM) disciplines. The current ratio of women in senior academic roles in STEMM at Monash is one in five. By working towards an Institutional Bronze Award in 2018, we are identifying and implementing practical strategies that will make a real difference towards achieving gender equity in STEMM.

# 3 | ENVIRONMENT

**PRINCIPLE 7**  
BUSINESSES SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES

Monash University is committed to being a leader when it comes to stewardship of our planet and the environment. In 2016-17, the University made great leaps forward in realising this vision.

**PRINCIPLE 8**  
UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY

We are the first Australian university to commit to an energy reduction target and we're proud to be leading the charge in taking action on climate change through our Net Zero initiative. As a hub for research, education and innovation, Monash is redefining the role that universities can play in creating a safer climate and environment for future generations.

**PRINCIPLE 9**  
ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

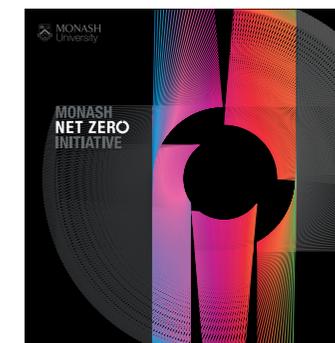
Our **Environmental, Social and Governance (ESG)** statement - released in 2016 – outlines how we will tackle climate change through teaching, research, engagement investments and campus operations.

Our commitment to sustainability is set out in our **Environmental Sustainability Policy** and throughout the reporting period we continued to operate and expand programs across campuses in support of our goal to be an exemplar of environmental practice.

- In 2016 Monash University obtained official observer status with the United Nations Framework Convention on Climate Change (UNFCCC), allowing us to send a delegation to attend the Conference of the Parties (COPs) in 2016 and 2017.
- In 2017 we announced investment totalling \$135 million for our **Net Zero Initiative**. Net Zero draws on modelling produced by ClimateWorks Australia for Monash and maps out a path to 100% clean and renewable energy by 2030.
- Our Environmental Sustainability Management Stakeholder Reference Committee continues to assist the University to decrease its environmental impact and to practice and promote behaviours that support activities that contribute to environmental sustainability within the local, national and international community.
- In 2017 we launched the collaborative **Master of Environment and Sustainability**, bringing together interdisciplinary expertise from Science, Arts, Business and Monash Sustainable Development Institute to allow students to analyse how nature, society and the economy interact and depend on each other.



Environmental, Social and Governance (ESG) Statement



Net Zero Initiative



Master of Environment and Sustainability course guide

## ACTIVITIES AND OUTCOMES

### Education and Research

- We offer courses across a broad range of **Environmental Sciences** as well as topics such as **Energy and the Environment, Climate Change and Carbon Management Strategies, Sustainable Practice and Organizations, Deepening Education and Sustainability** and **Environmental economics**.
- A **Monash Student Sustainability Association (MSSA)** was formed in 2016 comprising 348 cross-disciplinary students who are passionate about the environment and sustainability. The MSSA aims to facilitate two-way communication between the University and its students on environmental issues, raise awareness of sustainability and sustainability education among the student population, and encourage student involvement in sustainability initiatives and programs.
- In 2017, the network held a successful **Sustainable Development Summit** event during Global Climate Change Week, where they engaged 80 students on climate change issues. The Summit featured keynote speakers focussing on how to progress the Sustainable Development Goals.
- The **Take One Step** platform was developed by Monash Sustainable Development Institute (MSDI) and Monash Business School to increase student awareness and understanding of the UN Sustainable Development Goals, their application in business and the relevance of SDGs to their curriculum. Take One Step was also an initiative of the PRME Champions group, helping to drive the agenda on developing capabilities of students and educate future sustainability leaders.
- In 2016, MSDI hosted the Monash Student Leadership Forum on the Sustainable Development Goals. The forum brought together 50 student leaders and key people at Monash and explored future collaboration, ways to engage more students as well as mapping what is already being done towards contributing to the SDGs.
- **ClimateWorks Australia**, a partnership founded by Monash University and The Myer Foundation continued to make a significant contribution to the national climate conversation. Their report, **Pathways to Deep Decarbonisation in 2050: How Australia Can Prosper in a Low Carbon World**, was awarded the 2017 United Nations Association of Australia Excellence in Climate Research Award.
- **ClimateWorks Australia** also launched a national engagement and education program **Generation Yes** which aims to reframe Australia's climate conversation to one focused on benefits and opportunities of climate change action.
- The **Centre for Development Economics and Sustainability** produces high-quality research on business, economic and social problems in the developing world, with a particular focus on environment and sustainability.
- The **Monash Energy Materials and Systems Institute (MEMSI)** undertakes research and development in partnership with industry that will lead to the creation of new and innovative products and services for deployment in the energy sector across the globe.
- In 2017, AUD\$14m was awarded by the Wellcome Trust to a global interdisciplinary consortium led by MSDI. The **Revitalising Informal Settlements and their Environments (RISE)** program is an action-research program working at the intersections of health, environment, and water and sanitation. Working with communities, governments, local leaders and partner institutions in Fiji and Indonesia, RISE is co-designing location-specific solutions to strengthen the whole-of-life water and sanitation cycle. Underpinned by the emerging discipline of 'planetary health', RISE success will be measured by the health and well-being of residents—particularly children under five years of age — and the ecological diversity of the surrounding environment.
- MSDI's **Monash Water Sensitive Cities** interdisciplinary research program is working with researchers from our Arts, Science, Engineering, Architecture, Law, Medicine and Economics faculties. The program is developing tools and processes necessary to create Water Sensitive Cities, including a web-based **Water Sensitive Cities Index** to help businesses, governments and communities benchmark their performance.
- The **Ecological City Research Group** in Monash Art Design and Architecture studies relationships between natural systems and human-made systems within contemporary urban environments. This involves collaborations with geomorphology, geology, hydrology, ecology, landscape architecture, engineering, social science, history and Indigenous practice.

### Operations

- In 2017, we received international recognition for becoming the first university in the world to raise funds by issuing a climate bond. We were presented with a certificate of achievement at the **Green Bond Pioneer Awards** in London. The awards recognise pioneers who, through action, have demonstrated the potential of green bonds and called investors, governments and business to action.
- Monash continued to embed sustainability into work, study and on-campus activities through University-wide messages and themes including the **Do One Thing** campaign in 2016 and **Discover Sustainability** in 2017 which encourages staff and students to participate in sustainable behaviour and contribute to campus sustainability.
- The Monash University **Green Program** continued with 44 departments participating in the program. Activities included carrying out audit assessments, implementing new strategies to save water and energy, changing purchasing arrangements, rewarding environmentally sustainable behaviour, networking and communication toward positive environmental changes.
- Our Furniture Re-use program continued to redistribute surplus furniture within the University and diverting it from landfill. In 2016-17, more than 2,821 individual items weighing more than 74 tonnes were redistributed, including furniture donated to charities and community groups.
- Onsite organic recycling continues to reduce the volume of organic food waste being sent to landfill. Food waste was collected from eight food vendors at Clayton campus and transformed into concentrated compost, resulting in a 70% weight reduction. The compost is utilised by grounds staff as a soil conditioner for garden maintenance, diverting over 19 tonnes of organic waste from landfill.

### 2016-2017 Environmental sustainability performance

**720,858 KILOWATT  
OF RENEWABLE ENERGY GENERATED**

A 7% INCREASE FROM PREVIOUS YEAR

**TOTAL POTABLE WATER CONSUMED WAS  
559,190 KILOLITRES**

A 9% DECREASE FROM PREVIOUS YEAR

**5374 TONNES  
OF WASTE GENERATED**

36% (1914 TONNES) WAS RECYCLED AS COMPARED TO  
28% (1090 TONNES) THE PREVIOUS YEAR

**73% OF MONASH  
STAFF AND STUDENTS**

**USED SUSTAINABLE TRANSPORT TO GET TO CAMPUS**

WHICH INCLUDED PUBLIC TRANSPORT, CARPOOLING,  
RIDING AND WALKING

## 4 | ANTI-CORRUPTION

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### PRINCIPLE 10 BUSINESSES SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY

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Monash University has a zero-tolerance approach to any and all improper conduct by employees, Monash University Council members, or any person performing public services or public functions on behalf of Monash University. Monash University does not tolerate the taking of reprisals against those people who disclose such conduct.

## ACTIVITIES AND OUTCOMES

### Education and Research

Throughout 2016-2017 research and teaching on anti-corruption included units and courses from Monash

- **Issues in global business** requires students to examine a broad range of social-cultural, political-legal and macro business environmental issues that can impact enterprises operating in a global environment. The course encourages an awareness and appreciation of the complexity surrounding issues such as crime and corruption in the development of strategic business responses.
- Our **Business ethics in a global environment** unit is designed to develop students' moral reasoning about the conduct of business in the global context. They will achieve this by exploring theories of ethics and justice in business and in its relationships with society, across different cultural and religious traditions; and reflecting on their own moral development through analysis of ethical and unethical behaviours in business.
- **New research** from Monash Business School Professors Klaus Abbink and Lata Gangadharan in 2017 demonstrated for the first time the existence of a "contagion effect" in relation to corruption, where the prevalence of bribery among officials in a country determines whether a citizen offers a bribe, rather than the risk of sanctions.

### Operations

- The **Monash University Conduct and Compliance Policy** guides appropriate staff conduct and behaviours and requires compliance with all relevant legislation.
- The **Monash University Ethics Statement** underpins all of the University's policies and procedures and provides a decision-making framework for effectively resolving ethical issues. All employees and students are required to adopt the ethical approaches within the policy to their actions, communications, work and study activities as a Monash staff member or student.
- Monash University is committed to effective fraud and corruption risk management and ensures that all staff are aware of the **Fraud and Corruption Policy and Procedures**.



**MONASH**  
University

**FOR MORE INFORMATION ON HOW MONASH  
IS MEETING THE GLOBAL COMPACT:**

[monash.edu](http://monash.edu)

[facebook.com/Monash.University](https://facebook.com/Monash.University)

[twitter.com/MonashUni](https://twitter.com/MonashUni)

The information in this brochure was correct at the time of publication (July 2018).  
Monash University reserves the right to alter this information should the need arise.  
You should always check with the relevant Faculty office when considering a course.

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