UN GLOBAL COMPACT COMMUNICATION ON ENGAGEMENT

MONASH UNIVERSITY

REPORTING 2018 – 2019

STATEMENT OF CONTINUED SUPPORT

To our stakeholders,

As Australia's largest university, as well as one of its most international and research-intensive, Monash University recognises its fundamental role in helping our local and global communities address the great challenges of our time. As such, we are committed to advancing social inclusion, human rights, climate change action and environmental sustainability through our campuses, research, innovation, education and leadership.

In this spirit, it is my pleasure to reaffirm Monash University's support for the United Nations Global Compact; its Ten Principles in the areas of human rights, labour, environment and anti-corruption; and its mission to advance broader societal goals, including the UN Sustainable Development Goals (SDGs).

As signatories to the UN Global Compact since 2003, Monash's commitment to these principles is long-standing. It is enshrined in our current strategic guiding documents, Focus Monash: Strategic Plan 2015–2020, and the Environmental, Social and Governance statement endorsed by Monash's governing body. We are proud to also be signatories to the Talloires Declaration, the University Commitment to the SDGs, the Principles of Responsible Management Education and the Principles for Responsible Investment.

In this Communication of Engagement, I am delighted to share with you the wide range of activities Monash University has undertaken between January 2018 and December 2019 that demonstrate our commitment to the Principles of the Global Compact.

Many of these activities have resulted from well-established initiatives including our Campus Sustainability program, Monash Sustainable Development Institute, Castan Centre for Human Rights Law, and our ongoing commitment to social inclusion. It is wonderful to see these initiatives go from strength to strength in advancing our commitments to the UN SDGs.

I am also proud to see our achievements recognised externally. In 2018, our Net Zero initiative won the United Nations 2018 Momentum for Change Award, and the University was ranked 17th in the world in the 2020 Times Higher Education Impact Rankings. Monash also remains an Employer of Choice for Gender Equality, having been named by the Workplace Gender Equality Agency for the fourth consecutive year.

In this report I am also pleased to share a number of exciting new initiatives that Monash has launched in 2018 and 2019. These include the Monash Diversity and Inclusion Framework, the Monash Aboriginal and Torres Strait Islander Framework 2019–30, the McKinnon Institute for Political Leadership, and our partnership with the Cranlana Centre for Ethical Leadership. In addition, we launched four multidisciplinary Research Focus Areas to focus expertise and investment from across the University on solving the societal and planetary challenges of our time.

I am delighted to share these and other activities and achievements with you, and commit to sharing this information with our stakeholders using our primary channels of communication, and we welcome feedback on its contents.

At the time of writing, we are in the midst of the COVID-19 global pandemic. The University has been working incredibly hard to support our students, staff, and the wider Monash community through these challenging times, and to contribute our expertise to the global response. While the long-term impacts of the pandemic are still uncertain, we recognise that the Principles of the UN Global Compact are more important than ever as we look ahead as a University and as a society. We remain committed to continuing to play our part in promoting them.

Professor Margaret Gardner AC
President and Vice-Chancellor, Monash University

Monash University has been an active a participant in the Academia category of the United Nations Global Compact since 2003.

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 2018 and December 2019. This report also features a selection of examples that best demonstrate our teaching effort across topics related to the Global Compact as well as key applied research priorities and thought leadership that reflect the Global Compact Principles.

Previous reporting on engagement with the Global Compact principles can be found **here**.

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 international 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 operations of the University.

FOCUS MONASH: STRATEGIC PLAN 2015-2020

The **Focus Monash: Strategic Plan 2015–2020** has committed Monash to being a deeply internationalised, enterprising and inclusive university, striving for international excellence in research and education. It emphasises our commitment to collaboration across industry, government, academia and community partners across the world.

One of our core goals is to be inclusive across all operations and functions with a particular emphasis on inclusive education. In 2019 we provided targeted programs to attract and retain talented students from disadvantaged communities, including a coordinated approach to peer mentoring. Approximately $200 million was spent on research and coursework scholarships and awards, while a total of 11,868 low-Socio Economic Status students were enrolled at the University.

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.

"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

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) STATEMENT

The Monash University **Environmental, Social and Governance statement (ESG)** commits us to heightened levels of environmental and social sustainability through research, teaching, investments and how we engage across our industry and government partners.

Since its release in 2016 we have reviewed and updated our investment policies, influenced change amongst our fund managers and added to our teaching and education programs. We have determined a road map and timeframe to achieve Net Zero Emissions by 2030. Our research is addressing social, economic and environmental challenges in our region and around the world and we host the Sustainable Development Solutions Network for the Australia, New Zealand & Pacific region - an international initiative mobilising scientific and technical expertise in support of SDG problem solving.

As Australia's largest tertiary institution, we are uniquely positioned to promote and influence sustainable behaviour through our campuses, research, teaching and education programs, investment decisions and our extensive partner networks spanning industry, government and community; both locally and abroad.

– ESG Report 2018

MONASH UNIVERSITY AND THE SUSTAINABLE DEVELOPMENT GOALS

UNIVERSITY COMMITMENT TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Monash University was one of the first signatories to the **University Commitment to the Sustainable Development Goals** in 2016. The Commitment is an initiative of the **UN Sustainable Development Solutions Network (SDSN) Australia, New Zealand and 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 (see page 10).

As a signatory, Monash is committed to suport and promote the principles of the SDGs through our world leading research, innovation and education, and strives to ensure our campuses and major programs are environmentally sustainable and socially inclusive.

MONASH SUSTAINABLE DEVELOPMENT INSTITUTE (MSDI)

Monash Sustainable Development Institute is harnessing Monash's strength in interdisciplinary research and education programs to help achieve the United Nation's 17 Sustainable Development Goals. MSDI collaborates with industry, government, civil society and academic partners around the world who share a passion for research, education and sector engagement that makes a practical difference. With over 150 staff and PhD students, MSDI combines rigour with relevance, establishes transdisciplinary teams, co-produces knowledge and identifies pathways and innovative solutions to achieve the 2030 Agenda for Sustainable Development.

In 2018, SDSN and MSDI produced the **Transforming Australia: SDG Progress Report** in partnership with the National Sustainable Development Council. The report draws on independent expertise from across business, universities and the community sector with analysis showing that Australia's progress on achieving the SDGs by 2030 is mixed. About one-third of the 144 indicators assessed across the 17 goals were on track to be achieved, with a further third needing a breakthrough and a quarter off-track. There's strong progress in the areas of health and education, but poor performance in addressing inequality, tackling climate change and housing affordability. The report also highlights challenges in achieving Australia's economic goals with relatively low investment in research and development and innovation, increasing underemployment and high levels of household debt.

SDSN AUSTRALIA, NEW ZEALAND AND PACIFIC

Monash, through the **Monash Sustainable Development Institute (MSDI)**, hosts the **Sustainable Development Solutions Network (SDSN) Australia, New Zealand and Pacific**. SDSN promotes solutions and initiatives that demonstrate the potential of technical and business innovation to support sustainable development. The network co-led the Australian SDGs Summits (2016 and 2018), has produced the globally-renowned guide **Getting Started with the SDGs in Universities** and supported the global establishment of SDSN Youth.

In February 2019, **SDSN Youth**, with support from the Foundation for Young Australians and MSDI held the **Youth at the Forefront of SDG Implementation** event. The forum brought together university students and representatives from leading youth-led and youth-focused organisations in Australia to explore the critical role that young people play in achieving the Sustainable Development Goals. 2019 also saw the launch of **Accelerating SDGs Practice**, an online series of forums to help SDSN members accelerate and scale up action on the SDGs within their own institutions. The forums, run in collaboration with Australasian Campuses Towards Sustainability (ACTS), covered topics such as SDG mapping, engaging students with the SDGs and the Times Higher Education Impact Rankings.
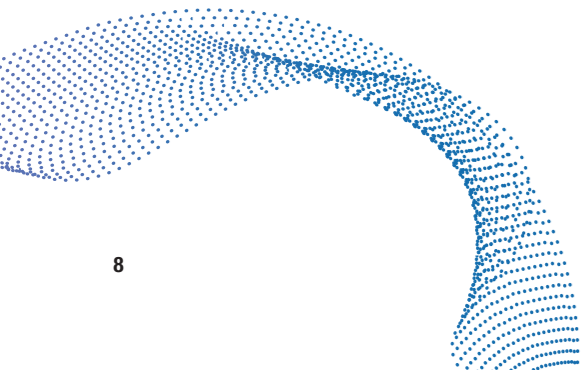
MONASH ENGAGEMENT IN GLOBAL COMPACT RELATED NETWORKS

PRINCIPLES FOR RESPONSIBLE MANAGEMENT EDUCATION (PRME)

As a signatory to the **Principles for Responsible Management Education** (PRME) and in carrying out the actions and projects of the PRME Champions group, the Monash Business School is helping to drive the agenda on developing the capabilities of students and educating future sustainable leaders. Our **Sharing Information on Progress Report** for 2018 demonstrates that as an advanced PRME signatory, we are using our global reach and capabilities to address important world challenges and develop transformational educational and research projects. Our collaboration with multiple stakeholders both within and outside Monash allows us to generate impactful outcomes beyond the borders of our institution.

GLOBAL COMPACT NETWORK OF AUSTRALIA (GCNA)

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. In 2018, we sponsored the **Australian SDGs Summit 2018**, which was co-organised by Australian Council for International Development (ACFID), Australian Council of Social Service (ACOSS), Global Compact Network Australia (GCNA), SDSN Australia, New Zealand and Pacific, and United

Nations Association of Australia (UNAA). Nearly 300 representatives of government, civil society, academia, and business gathered to discuss how to unlock the opportunities of the SDGs. The cross-sectoral discussion on the SDGs sought to increase understanding of what Australia has achieved to date, as well as identifying opportunities to further accelerate action towards achieving Agenda 2030.

In 2019, SDSN along with the Australian SDG Summit co-leads issued a **joint statement** calling for Australian Government leadership on the SDGs and highlighting the five most important actions that need to be taken.

UN SUSTAINABLE DEVELOPMENT SOLUTIONS NETWORK

The UN Sustainable Development Solutions Network (SDSN) was set up in 2012 under the auspices of the UN Secretary-General. The SDSN mobilises global scientific and technological expertise (through education, research, policy analysis, and global cooperation) to promote practical solutions for sustainable development, including the implementation of the Sustainable Development Goals (SDGs) and the Paris Climate Agreement. In October 2018, Monash University hosted a **visit to Australia** by Professor Jeffrey Sachs, Director of SDSN and world-renowned leader in sustainable development. Professor Sachs received an Honorary degree, a Doctor of Laws

The SDGs provide a significant opportunity to address the social, environmental and governance challenges facing Australia and the world. They provide a shared and integrated framework that helps identify where action is needed, that seeks to mobilise local and global efforts around a common set of goals and challenges, and that allows us to track our progress.

— SDSN AusNZPac Summit Outcomes 2018

(honoris causa), for his distinguished service to the global community, and delivered the university's prestigious Richard Larkins Oration. During the oration, Professor Sachs made an impassioned call to action for a "world effort of unprecedented focus and persistence" over the next decade to save the planet from human-accelerated climate change before it's too late.

UN WOMEN

Monash is a regular collaborator with UN Women by conducting funded research, contributing to conferences and advising on guidance notes. In 2018 the **Monash Gender, Peace and Security (GPS) Centre** engaged with UN Women in the May Expert Group Meeting on "Women's Meaningful Participation in Peace Negotiations and Implementing Peace Agreements". The report substantially included findings from Monash GPS research. Monash GPS has also collaborated with UN Women on "Gender and Preventing Violent Extremism" and participated in several meetings with UN Women and the Counter-Terrorism Committee Executive Directorate (CTED). GPS research is featured in the CTED publication "Gender Dimensions of the Response to Returning Foreign Terrorist Fighters: Research Perspectives, CTED Trends Report, February 2019".

PACIFIC URBAN FORUM

MSDI, through Monash University's **RISE program**, was a co-sponsor for the Pacific Urban Forum, held in Nadi, Fiji in July 2019. Held every four years, the Pacific Urban Forum is the premier regional event bringing together government representatives and urban development stakeholders to engage in policy dialogue towards a sustainable urban future for the Pacific. Over 25 countries participated in the 2019 event with the theme 'Accelerating implementation of the New Urban Agenda to achieve the Sustainable Development Goals in the Pacific'. The closing of the forum saw Pacific Island Countries come together to endorse a collective Declaration, outlining the direction and actions that their governments will take to ensure that Pacific urban areas are 'prosperous, inclusive, safe, resilient and sustainable'.

CONFERENCE OF PARTIES (COP)

Monash University became an official Observer Organisation of the United Nations Framework Convention on Climate Change in 2016 and has since sent annual delegations to their Conference of Parties. In December 2019, a delegation of 16 staff and students attended the **2019 United Nations Climate Change Conference (COP25)** in Madrid. The delegation, which included

specialists in environmental law, energy transitions and climate change communication, came from several of the university's leading centres and institutes including the Monash Energy Institute, the Monash Climate Change Communication Research Hub and ClimateWorks Australia.

Monash delegates were invited to speak at a wide range of events including press conferences, panel discussions and side events. The team also participated in official side events with the UNFCCC Secretariat. A global group of university students, including Monash student delegates, partnered together to facilitate over 10 side events and press conferences on student research linked to the SDGs. Monash students also met with Australian government representatives, Global Voices, and youth from across Australia (including secondary school students), to give a student perspective on youth representation at COP and recommend ways in which the government could engage with youth delegates at COP26.
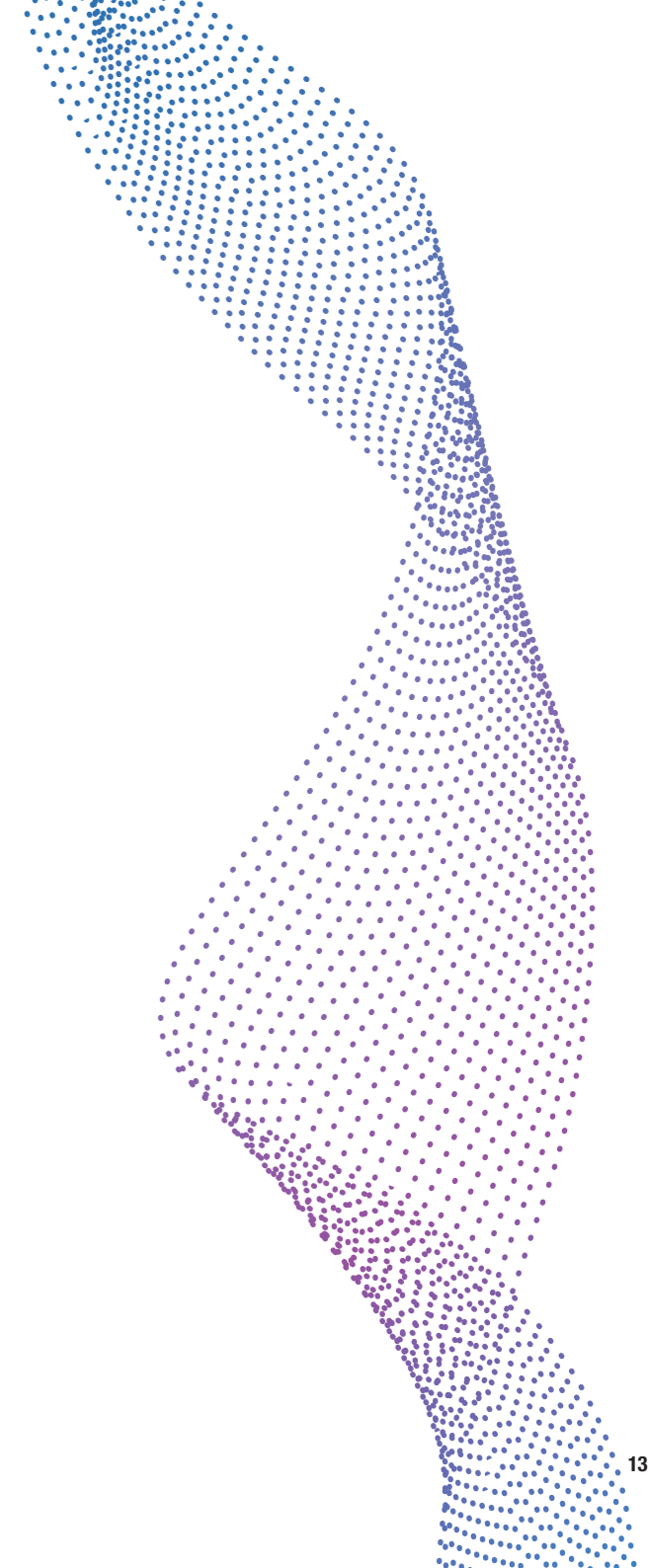
ACTIVITIES AND OUTCOMES

1 | 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.

Monash University provides an inclusive and safe 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 is committed to the protection of human rights through the promotion of equal rights and opportunities. 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**.

— We contribute 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**, **Monash Guarantee** and the **Indigenous Entry Scheme**.

— Monash has increased pathways to Law via Arts, Science or Commerce for Indigenous Australians through our **Achieving Potential** scholarships. **Monash Support Scholarships** provide up to 300 scholarships worth $15,000 per year for Indigenous Australians or recent refugees. The **Monash Humanitarian Scholarship** for asylum seekers allocates 100% international student funding for Monash undergraduate degrees of choice, plus an allowance of up to $25,000.

— Our **Gender and Family Violence Prevention Centre** heard numerous and diverse accounts of violence in the course of the **ANROWS-funded project, *Women, disability and violence: Barriers to Accessing Justice***. The project was completed in 2018 and was conducted in collaboration with disability rights and advocacy organisation, People with Disability Australia. The final report provides evidence of the diverse and complex forms of abuse women with disability face, which will be critical for reform in this area.

— In September 2018, Monash Business School's **Labour, Equality and Human Rights Research Group** co-hosted a workshop with Melbourne University on Socially Responsible Procurement in Australian Universities. This workshop engaged procurement and risk officers from major Australian universities, academics and civil society organisations to identify current challenges and future objectives.

— The **Monash Gender, Peace and Security (GPS) Centre** visited the **Centre on Gender, Peace and Security at the Peace Research Institute Oslo (PRIO)** for the third annual consortium meeting. During the meeting five global GPS centres discussed joint activities, shared topics of interests and attended PRIO's

60th Anniversary Week events. The consortium aims to bring closer together a community of scholars committed to the advancement of the Women, Peace and Security agenda through research, teaching and training.

— The **Castan Centre for Human Rights Law** at Monash is a world-renowned academic centre using its human rights expertise to create a more just world where human rights are protected. In 2018, the Centre influenced some of the biggest human rights issues, including Indigenous human rights, the use of force in detention, and refugee human rights. The Centre also launched new projects on reproductive rights and artificial intelligence.
  Through the **Monash Global Intern Program**, the Castan Centre selected and mentored 90 students to travel to some of the world's leading human rights institutions. Many now work in senior government roles, for the UN and international NGOs and at community organisations.

— In 2019, the **Cranlana Centre for Ethical Leadership** partnered with Monash to reach a wider cohort of current and future leaders across the nation.

First established in 1993 by the Myer Foundation, the Cranlana program was created to promote informed discussion about responsible, ethical leadership.

— Women on temporary visas face barriers to safety from family violence. Monash was part of the National Advocacy Group that produced the *Blueprint for Reform: Removing Barriers to Safety for Victims/Survivors of Domestic Violence who are on Temporary Visas*. The blueprint was published in October 2019 and provides a template for reform.

— As a sub-study of **Revitalising Informal Settlements and their Environments (RISE)**, Monash and Emory University have announced a partnership to conduct research into gender-responsive design of water and sanitation services for the world's most vulnerable and marginalised living in urban informal settlements. The research will take place in Makassar, Indonesia and could re-shape existing urban water and sanitation interventions by documenting and codifying empirical knowledge on the role, needs and priorities of women and girls during community co-design process.

Operations

— In 2019, we launched the **Monash Aboriginal and Torres Strait Islander Framework 2019–2030**, which is helping to remove identified barriers to study and create clear pathway options for prospective Indigenous students. We continued to implement our University-wide **Diversity and Inclusion Framework**, drawing together activities, programs and initiatives under one strategy.

— **Diversity and Inclusion Week** continues to expand across Monash. In 2019, it incorporated more than 60 events across all four Victorian campuses. Events celebrated the University's diverse community, with highlights including a 'First in Family' student panel, a screening of the film The Australian Dream, and a debate on the topic 'Is AI inclusive?'.

— **Respectful Communities** was created at the start of 2018 in response to the Respect. Now. Always. campaign, and the commitment of all Australian universities to work to end sexual assault and sexual harassment across campuses. The team works to create an equal and respectful community, free from gender-based violence and harm, through a range of educational initiatives including workshops and events. After successfully seeing Monash University fulfil all nine recommendations of the Australian Human Rights Commission's Change the Course report in 2018, throughout 2019 Respectful Communities focused on the recommendations from an independent review of Monash University's sexual harassment and sexual assault policies and response pathways. All recommendations from this review were successfully implemented throughout 2019.

— Monash holds events and undertakes awareness raising activities in support of the **Racism. It Stops With Me campaign**. The campaign invites all Australian individuals and organisations to reflect on what they can do to counter racism. Monash students studying Art, Design and Architecture have created YouTube videos in support of the campaign.

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

Universities today are not only centres of knowledge, learning and research, but are also complex communities in which people engage, live and collaborate. In achieving our goals, consideration of each other's rights and responsibilities is vital.

Monash University's operations and practices that uphold the Labour principles include: adoption of the **Monash University Enterprise Agreement (Academic and Professional) Staff 2019**; adoption of the **Indigenous Employment Action Plan 2019 – 2021**; and continued implementation of the **Equal Opportunity Policy** and **Monash University Procurement Policy**, which incorporates an assessment of the social impacts of products and services on health, safety, human rights, ethical production processes, social justice, fair trade, diversity and access.

With the passage of the Australian **Modern Slavery Act** and similar legislation around the world, Monash sees a need for a space in which groups interested in going beyond minimum compliance may come together to learn, to innovate and to develop a shared concept of what defines 'effectiveness' in corporate responses to modern slavery. During this reporting period there has been extensive labour-focused practice, research and teaching on modern slavery.

ACTIVITIES AND OUTCOMES

Education and Research

— Academics in our Faculty of Law made written and verbal submissions to influence the legal content of the **Australian Modern Slavery Act 2018**, including the Act's modern definition of slavery. Monash is undertaking a lot of work to address the issue of forced labour and Professor of International Law, Jean Allain, has produced a number of useful resources in this area, including the publications: *What is forced labour? A practical guide for humanities and social science research*, and *Governance gaps in eradicating forced labor: from global to domestic supply chains*.

— The **Human Trafficking, Modern Slavery and the Law** unit allows students to evaluate the evolution of the international law response to these global problems. The study unit content examines the overlaps between these concepts as well as that of forced labour and servitude. The unit engages and evaluates the various legal regimes both at the international level and within the Australian context. It considers and evaluates the human rights implications and tensions of competing 'agendas'; including those of criminal justice, gender, human rights, labour, migration and race.

— The **Trafficking and Slavery Research Group** at Monash has been at the forefront of building the evidence base for policy, criminal justice and corporate responses to modern slavery. Its research on the issue of unlawful migrant work in Australia is continuing to build on work produced in the *Interim Report — Exploited and Illegal: Unlawful Migrant Workers in Australia*, and will help to deliver reform that will reduce the levels of exploitation and modern slavery occurring within Australia. Other areas of research include: Strengthening Corporate Response to Modern Slavery and Realising Women's Safe and Fair Migration Across ASEAN.

— In 2018, Monash Business School hosted a public symposium, *Beyond Compliance: Towards Credible Disclosure and Action on Modern Slavery in Supply Chains*. The event brought together students, faculty, alumni and industry to explore approaches to tackling modern slavery in corporate supply chains. The event provided a timely forum to discuss what constitutes credible and meaningful corporate action and to hear insights from a range of leading academic, industry and government representatives.

- 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.

- The **Business Ethics in a Global Environment** unit is designed to develop students' moral reasoning about the conduct of business in the global context. Students explore theories of ethics and justice in business and in its relationships with society, across different cultural and religious traditions; reflecting on their own moral development through analysis of ethical and unethical behaviours in business.

Operations

- The University's longstanding commitment to advancing gender equality continued in 2018 and 2019 with oversight from the Diversity and Inclusion Committee, chaired by Vice-Chancellor, Professor Margaret Gardner.

- The representation of women in senior roles reached 38.1 per cent (31 March, 2019). The most accelerated improvements were recorded in the representation of women among associate professors and professors, increasing from 33 per cent in 2018 to 35.4 per cent in 2019.

- Monash remains an **Employer of Choice for Gender Equality**, having been named by the Workplace Gender Equality Agency for the fourth consecutive year, and once again we achieved 'silver-level employer status' in the **Australian Workplace Equality Index**, the national benchmark for LGBTIQ workplace inclusion.

- Notwithstanding our progress to date, gender imbalance continues to persist in leadership, in senior academic roles and in certain areas of the University where women's participation has been historically low. Through our **Gender Equity Strategy 2019 – 2022** we seek to foster an organisational culture in which staff of all genders, of a variety of cultural backgrounds,

faiths and heritages participate equally at all levels. We are taking proactive steps to address systemic and cultural barriers to women's under-representation. We also recognise intersectionality of attributes such as gender, age, cultural background, sexual orientation and/or disability.

- Monash signed up to Athena SWAN principles in 2015 to enhance gender equity across science, technology, engineering, mathematics and medicine (STEMM) disciplines. Following the mandatory 2.5 years self-assessment process, we were successful in attaining an Athena SWAN Bronze award in December 2018. The award coincided with the adoption of our **Athena SWAN 2018 – 2021 Action Plan**.

- The first Modern Slavery Act statutory reporting period for Monash will be 1 January 2020 – 31 December 2020 and the report will be due by 30 June 2021.

3 | ENVIRONMENT

PRINCIPLE 7
Businesses should support a precautionary approach to environmental challenges

PRINCIPLE 8
Undertake initiatives to promote greater environmental responsibility

PRINCIPLE 9
Encourage the development and diffusion of environmentally friendly technologies

Environmental leadership is a strategic priority for Monash. As we continue to invest in our campuses, sustainability is a key component in all our developments to ensure we reduce the environmental impact of our operations and establish our campuses as exemplars of environmental best practice.

As detailed earlier, our **Environmental, Social and Governance** (ESG) statement and reporting outlines how we are tackling climate change through teaching, engagement, research, investments and campus operations. Our commitment to sustainability is set out in our **Sustainability Strategy** 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.

A key achievement during the reporting period was the **Momentum for Change Award** presented to Monash and **ClimateWorks Australia** by the United Nations at the Climate Week conference in New York. The award recognised the $135 million **Net Zero Initiative**, which aims to achieve net zero carbon emissions from Monash's built environment by 2030, paving the way to a future powered entirely by renewable energy. In 2019, the team conducted 40 tours of the University's Net Zero infrastructure to industry, students and others.

We were the first Australian university to commit to an energy reduction target and we are proud to be a leader in taking action on climate change.

ACTIVITIES AND OUTCOMES

Education and Research

— The **Monash Energy Institute** is accelerating the transition towards a sustainable energy future in Australia through impactful interdisciplinary research and education programs. The Institute has technical expertise across five thematic areas: materials and devices, energy resources, smart energy systems, markets and policy, and consumers. The **2019 Monash Energy Conference** brought together over 150 energy leaders, professionals and researchers from industry and across the University to share the latest research insights and discuss new ideas with a view to accelerate transition towards a sustainable energy future.

— The **Monash Climate Change Communication Research Hub** conducts social research and leads impact focused projects to build media and policy infrastructure that adequately addresses climate change in Australia.

— Our **Master of Environment and Sustainability** is a forward-thinking, interdisciplinary, two-year course that integrates the knowledge needed to mitigate and adapt to global change with sustainability principles. In 2019 the course won the Banskia Foundation Award for Research and Academia, in recognition of its innovation and impact. Our **Bachelor of Science Advanced — Global Challenges (Honours)** is a course for high-achieving science students focussing on how to use science to solve the world's biggest environmental, social and economic challenges.

— In 2019, the University strengthened its already extensive focus on **Green and Sustainable Chemistry** research, collaboration, innovation and education. It established the **ARC Training Centre for Green Chemistry in Manufacturing**, became a signatory to the **Green Chemistry Commitment** to green chemistry education, and set up a joint **Green Chemistry global PhD program** with Bath University (UK).

— In addition to major courses focussing on environment and sustainability, the University taught dozens of undergraduate and postgraduate units across all Faculties. Examples include **Designing for sustainability, Education for environment and sustainability, Grand challenges in chemical engineering: Delivering sustainable food, water and energy, The law of climate change, Climate change and public health, Climate change: From science to society**, and **Climate change communication.**

— Students also contributed to a number of on-campus sustainability projects through participation in the **Green Steps program**, **Monash Minds Student Leadership Program**, the **Monash Association of Sustainability** and the **SDG Students Hub**.

— Each year, the **Centre for Development Economics and Sustainability** and the **Monash Business and Sustainability Network** host the **Workshop on Sustainable Development at the Monash Prato**

Centre, Italy. The workshop brings together a select group of Monash staff and researchers from Europe, North America and Asia to discuss issues of common interest within the area of sustainable development and beyond.

— MSDI and the **Monash School of Public Health and Preventive Medicine** collaborating with **The Global Health Alliance Australia**, launched a landmark report on health and climate change, *From Townsville to Tuvalu*. Experts at the launch discussed the necessity of the policy paper in light of the exposure of Australia and neighbouring countries in the Indo-Pacific region to more deaths, illnesses and injuries from heatwaves, cyclones and other extreme weather events due to climate change.

— Our Faculty of Engineering, in collaboration with the Sri Lanka Institute of Nanotechnology (SLINTEC) and Newcastle University, has developed **Poseidon**, a portable filtration device that can be fitted to a water bottle. This allows people who are deprived of access to clean water to filter what they drink. The filtration device was awarded a mobility grant in 2018 from Monash University Malaysia.

— Similarly, tests of a **new micro-desalination water purifier** developed by the Monash Department of Chemical Engineering and the Oxfam-Monash Partnership suggest that it could be a 'game changer' in terms of bringing clean water to vulnerable and off-grid communities around the world to address

SDG6 challenges. In 2019, the team completed tests to ensure the system meets Oxfam's performance criteria in terms of minimum clean water production, low cost, maintenance and energy-use.

— The Monash led global action-research program **Revitalising Informal Settlements and their Environments (RISE)** has delivered water and sanitation upgrades in Indonesia. Residents of the Batua settlement in Makassar City are the very first residents to have their neighbourhood upgraded with sustainable water and sanitation infrastructure.

— Our **Education, Environment and Sustainability (EES) Research Group** is committed to advancing research-based understandings and the scholarly development of Environmental Education and Education for Sustainability. We invite scholars, students and stakeholders to participate in developing and exchanging knowledge about EES through research, networking and scholarship.

— ClimateWorks Australia, founded by Monash University and the Myer Foundation, launched the **Net Zero Momentum Tracker**. The initiative collates information on Australian emissions reduction commitments, showing the continued progress of action on climate change. By demonstrating what organisations have done, and how, the initiative aims to encourage more organisations to commit to reduce their emissions, in line with the goal of net zero emissions by 2050.

— The International Program of ClimateWorks Australia works with governments and other stakeholders in the Asia/Pacific region and globally to support the development of long-term net zero strategies. Their **Low carbon opportunities for Indonesia, the Philippines and Vietnam** highlights the opportunities for each country to take advantage of growing low-carbon markets. Launched in 2019, the **Investment vision framework for transformational change**, is a guide for governments of low and low-middle income countries on how to direct investment for long-term strategies to achieve the Paris Agreement.

— In 2019, Monash Art, Design and Architecture (MADA) launched the **Emerging Technologies Research Lab**. The Lab investigates an emerging technological environment where automation, artificial intelligence, data and the questions of ethics, responsibility and user experience and engagement are increasingly central. The Lab's core themes include: energy futures, future mobilities, public space, e-waste, and design for wellbeing.

— Monash Arts, Art Design and Architecture and MSDI are also partnering with the **CRC for Water Sensitive Cities** to deliver the *Guiding Integrated Urban and Water Planning* research project. Achieving innovative water sensitive outcomes requires greater integration between urban and water planning. The project is exploring how different types of urban development can be deliberately guided, at a range of planning scales, to achieve water sensitive outcomes.
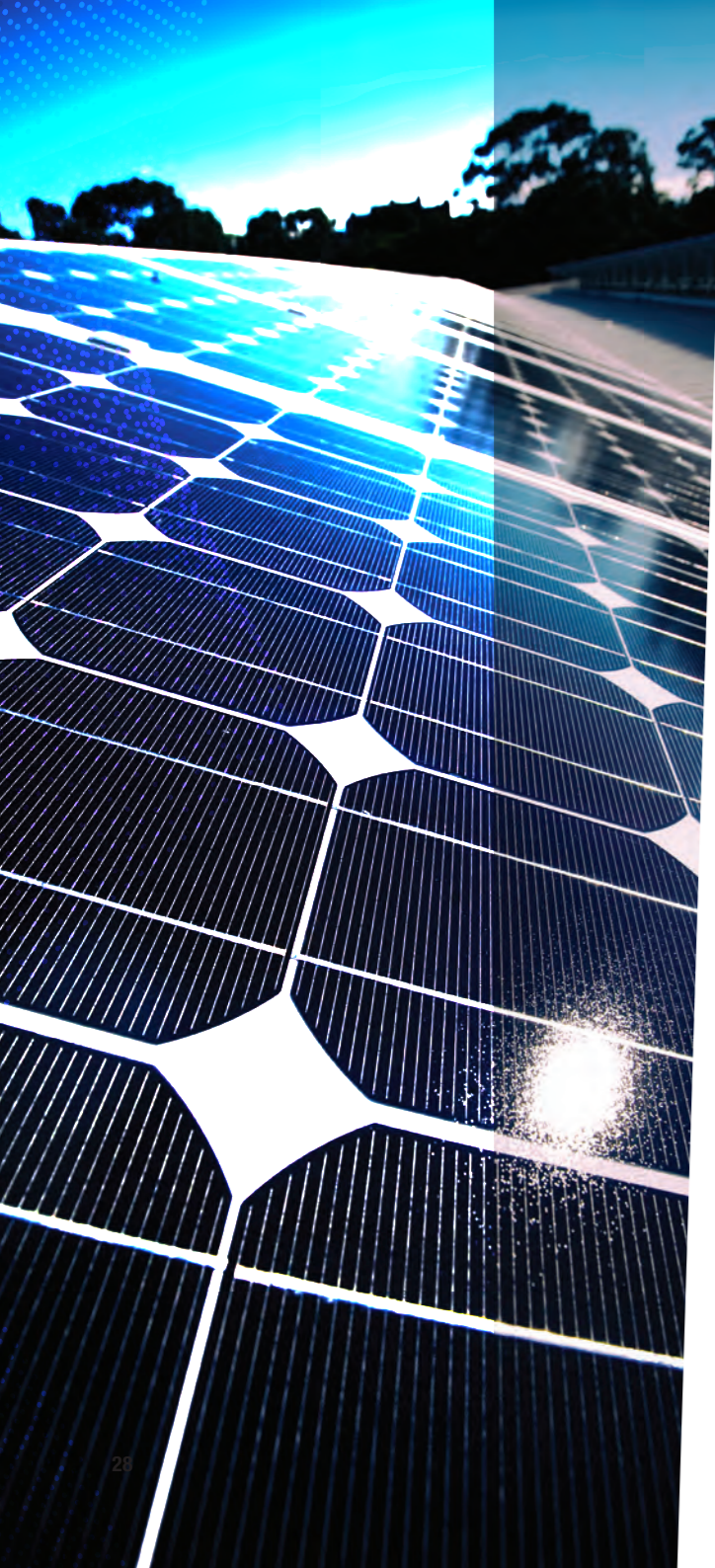
Operations

— Our Buildings and Property Division is responsible for improving the environmental performance of the University's campus operations through a range of initiatives to improve the environmental sustainability of our infrastructure and operations, and to enhance the sustainable behaviour of the thousands of staff and students studying, working and living on the campuses.

— Energy conservation remained a major component of infrastructure and sustainable behaviour initiatives. Improvements in the energy efficiency of heating, ventilation and air conditioning (HVAC) and lighting systems continued to be a major focus.

— In 2019, we completed the 740 kWp N1 carpark solar canopy at the Clayton campus, our largest solar photovoltaic (PV) system to date, increasing the total installed capacity of solar PV arrays at Monash to 1131 kWp. This system, combined with existing systems and the large-scale deployment of solar PV across campuses, provides Monash with a total solar capacity of 3.5MW. Solar PV systems generated 1,348,163 kWh of renewable energy in 2018-19, a 55 per cent increase from 2017–18.

— Monash staff were supported to embed sustainability into their local areas through participation in the **Monash Green Impact** program. The program attracted more than 50 teams and implemented more than 1400 actions across our campuses and sites. Teams worked to drive positive environmental change within their areas through a range of activities focused on climate action, resources (including a laboratory-based toolkit), mobility, health and wellbeing, engagement and change, and urban ecosystems.

— The **Net Zero Initiative** is using our Clayton campus as a living laboratory to test cutting-edge emission-reduction technologies, and is sharing its learnings widely. Our **Smart Energy City** project, in partnership with Indra, is developing a grid-interactive microgrid on campus to demonstrate how 100 percent renewable-powered city could operate reliably. The **Victorian Market Assessment for Microgrid Electricity Operator** provides recommendations on reducing barriers to microgrids in current regulations. The **Microgrid Electricity Operators Commercialisation Brochure** puts forward a new type of business entity to coordinate customers' distributed energy resources.

— Monash started work on a Towards Zero Waste strategy, with a particular focus on reducing single-use food packaging. The **Ditch the Disposables** campaign was launched, encouraging customers to bring their own cup or container, dine in, or borrow reusable containers as a way to reduce disposables. Monash also trialled waste-free dining at new food retail outlets, providing reusable crockery and cutlery, accepting clean customer containers, and using only compostable takeaway packaging. Organics bins were introduced at these sites to divert waste from landfill, with food waste collected from a number of locations on campus. Monash has also introduced a ban on single-use plastic bags on campus through retail and events in line with legislative changes.

— Strong support of student-led initiatives saw the **Monash BorrowCup** program introduced to nine campus cafes. This successful program involved more than 50 student volunteers and seven students employed for BorrowCup operations. On average, 1400 reusable coffee cups were used per week, with more than 67,000 disposable cups being diverted from landfill in a year. The BorrowCup program is part of the University's commitment to zero waste.

4 | ANTI-CORRUPTION

PRINCIPLE 10
Businesses should work against corruption in all its forms, including extortion and bribery

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.

The Victorian Government Protected Disclosure Act 2012 (the PD Act), the Independent Broad-Based Anti-Corruption Commission Act 2011 (the IBAC Act) and the Ombudsman Act 1973 (the Ombudsman Act) aim to encourage and facilitate the making of disclosures of improper conduct or detrimental action, in contravention of those Acts, by public officers and public bodies. Monash University is a public body under the IBAC Act. Employees at Monash University, as well as Council members of Monash University, are public officers under the IBAC Act.

Throughout 2018 and 2019, research and teaching on anti-corruption included units and courses from Monash Arts, Business School and Law.

ACTIVITIES AND OUTCOMES

Education and Research

— Our **Business Ethics in a Global Environment** unit is designed to develop students' moral reasoning about the conduct of business in the global context. This is achieved by exploring theories of ethics and justice in business and in its relationships with society, across different cultural and religious traditions; and reflecting on students' own moral development through analysis of ethical and unethical behaviours in business.

— International sport has always been a source of social capital and national pride in Australia. As international sports' social, cultural, economic and political importance has grown and evolved, so too have legal issues concerning doping and drugs; match fixing and corruption. In our **Contemporary Issues in International Sports Law** unit we engage undergraduate students in critical discussion, analysis and debate about these important contemporary legal issues occupying international sports law and the manner and extent to which the relevant institutions are held accountable.

Our **Asia's Underside: Violence, Crime and Protest** unit explores the 'underside' of Asian societies, enabling a more complete understanding of the political and social tensions in the countries of Northeast and Southeast Asia. It addresses such topics as corruption, environmental damage, gendered and ethnic violence, political resistance, religious extremist groups and organised crime.

— Monash Business School, in collaboration with **Chartered Accountants Australia New Zealand**, held an **Industry Panel event** in 2019 to engage organisations on issues related to bribery and corruption in line with the Australian Government's plans to introduce anti-bribery reforms aimed at prevention, as well as stronger whistle-blower protections.

Operations

— Monash values and adheres closely to the application of social justice, ethics and respect for diversity in individuals, communities, and ideas. We emphasise social justice in our workplace culture; ethical practices in our workplace environment as well as teaching and research. In support of this we have added a new module on 'anti-fraud and corruption' to our corporate **mandatory compliance training** for all Monash staff.

— The **Integrity and Respect 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 THE MEETING THE GLOBAL COMPACT:

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