

Modern Slavery Statement

Reporting Period: Garvan Financial Year

1 January 2022 to 31 December 2022



Garvan Institute
of Medical Research

Who are we and what do we do?



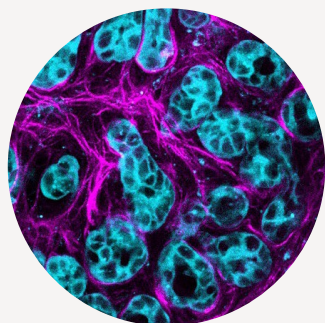
The Garvan Institute of Medical Research brings together world-leading medical researchers with clinicians and cutting-edge technology to break down barriers between traditional scientific disciplines to find solutions to disease.

Founded in 1963, Garvan's researchers have made significant advances in genome, epigenome, protein and cell analysis technology. We have revealed causes and developed treatments for diseases including diabetes, osteoporosis, cancer, immune deficiency and autoimmunity. Today, Garvan's mission builds on those advances, harnessing all the information encoded in our genome, from DNA to complex organ systems, to better diagnose, treat, predict and prevent disease.



Our goal is to translate discovery into meaningful health benefits for those living with disease and their family. Patients, clinical trial cohorts and population cohorts are at the centre of Garvan's research. We are focused on addressing the unmet needs of those living with disease – where better understanding, new treatments and more effective diagnosis can have the biggest impact. Garvan researchers strive, every day, to create a future where everyone lives longer, healthier lives.

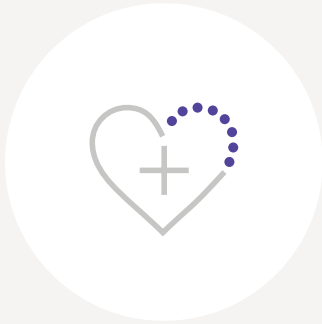
Garvan's research is funded through a crucial combination of peer-reviewed government grants and generous philanthropic investment from the community.



Garvan is affiliated with St Vincent's Hospital Sydney and the University of NSW Sydney.

Further information about the Garvan can be found at **garvan.org.au/about-us**

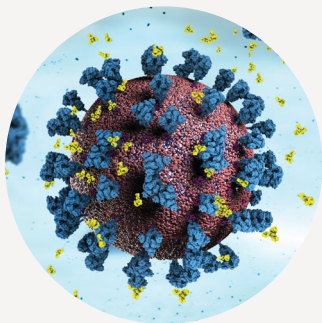
Introductory comments on Garvan's 2022 Modern Slavery Statement



Garvan has been consciously progressing its modern slavery compliance journey since the commencement of the Act in accordance with its values.

Garvan's 2022 Statement is based on the 2021 Statement with key updates addressing the activities of the reporting period, which include:

- updated supplier data;
- increasing engagement with staff across all business units;
- transitioning modern slavery into an ongoing operational project; and
- reflection on COVID-19 procurement learnings.



Our structure, operations and supply chain



The 'Garvan Group' employs 586 staff and has 247 honorary appointments and 77 PhD students. The 'Garvan Group' consists of the following entities, which are either controlled or a wholly owned subsidiary:

- Garvan Institute of Medical Research
- Garvan Research Foundation
- Australian Bioresources Pty Ltd (ABR)

The Garvan Research Foundation is the marketing and fundraising arm of Garvan and exists to support Garvan's mission to better diagnose, treat, predict and prevent disease, in order to create a healthier future for everyone.

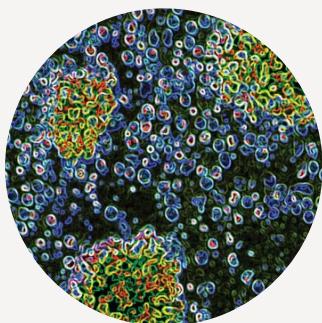


ABR is a state-of-the-art facility for breeding and holding research mice, owned and operated by Garvan on behalf of the medical research community in Australia. The facility provides capacity to house the rapidly increasing number of 'lines' or varieties of genetically modified mice that underpin progress in modern medical research. These mouse colonies are critical for progress in research across all health priority areas, including cancer, mental illness, arthritis, asthma, heart disease, diabetes and obesity.

The 'Garvan Group' operates solely within Australia, although our researchers collaborate extensively both locally and internationally. This statement applies to all entities within the Garvan Group.

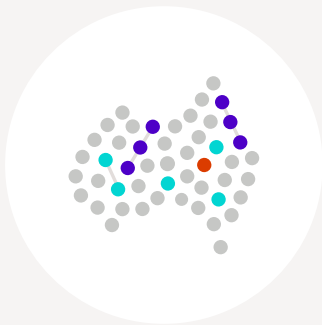
We have identified three broad categories within our supply chain:

- **Our research** – equipment, reagents and other consumables used in the laboratories; and scientific facilities, linens, lab coats and personal protective equipment (PPE)
- **Onsite support for our laboratories and offices** – building services, cleaning, security, laundry, technology, building and construction, caterers
- **Our service providers** – call centres, fundraising and marketing services, professional services, insurance, travel



We source our products and services primarily from Australia, but also from North America, China, Europe and New Zealand. Our top suppliers in 2022, representing more than \$30 million in expenditure during the financial year, were Australian companies or multi-national companies with an Australian entity with whom we contracted directly. 13 of our top 20 suppliers are themselves reporting entities under either the Modern Slavery Act 2018 or have a global modern slavery statement / commitment.

Modern slavery risks in our operations and supply chain



Operational

According to the Global Slavery Index 2018 (GS Index), the risk of modern slavery in Australia is 4.3/100, indicating an extremely low risk. Garvan's domestic activities pose an extremely low risk for modern slavery.

We employ our Australia-based workforce directly, lowering the risk of modern slavery within our workforce and conduct an annual review, benchmarked to the external talent market, to ensure all staff are paid in line with any applicable Australian legislation. In response to changing employee expectations post-COVID, where we have had employees requesting to live abroad – Garvan has written policy guidelines for remote working from overseas and also engaged a reputable global EOR (Employer of Record) firm to help facilitate our employee requests to work abroad where practical.



Our workforce includes highly skilled and experienced scientists and professional services staff who provide operational support. Our staff, students and domestic collaborators are subject to Australian legal and ethical obligations, including the Fair Work Act 2009, NHMRC National Statement on Ethical Conduct in Human Research (National Statement) and the Act. We also engage contractors to provide services, such as cleaning. These are reviewed as part of the supply chain risk analysis below.



Major Projects / Assessment of new suppliers 2022

In 2022, modern slavery concerns were proactively addressed by Garvan when starting new projects or onboarding new suppliers. For example:

1. 'Request for Proposal/Tender' procedures: we updated our procedures to include a modern slavery clause in our RFP terms and conditions along with a requirement for vendors to address their modern slavery risks / position in their responses. Those responses are considered in our tender evaluation criteria. Major projects in 2022 where this had been implemented include: purchase of asset management software; contractor selection for major electrical works project.
2. Fundraising: agreements for our major fundraising campaigns for 2022 were reviewed and updated and included improvements to the modern slavery / labour practices provisions. This included an early renewal with a large agency so that these issues were addressed.
3. Tone from the top: in 2022, discussions began at Garvan's leadership / executive level in relation to a project for 2023 to replace all printers. The leadership team discussed potential vendors and the modern slavery credentials of potential vendors was raised demonstrating recognition of this important issue from Garvan leadership.

1. Top suppliers is defined by us as suppliers of goods of services where the total spend for the financial year was >\$100,000.

Modern slavery risks in our operations and supply chain, continued

Supply chain

The following table sets out the supply chain categories which have been identified as giving rise to potential modern slavery risks within the Group.

Supply Chain Categories	Overview	Potential Risks Identified
Research consumables	Tier 1 suppliers mainly multinationals with headquarters in countries with modern slavery, human rights and/or labour laws	<ul style="list-style-type: none"> • Complex supply chains which source products and services from high-risk countries. • Hazardous working conditions
Research equipment		
Linens, lab coats and PPE	Tier 1 locally based subject to local laws	<ul style="list-style-type: none"> • Modern slavery may exist in tier 2 of our supply chain and beyond
IT/telecommunications	Tier 1 suppliers mainly multinationals with headquarters in countries with modern slavery, human rights and/or labour laws	<ul style="list-style-type: none"> • Exploited, child and forced labour, including workers from base-skilled populations and workers from migrant, low socioeconomic, or culturally or linguistically diverse backgrounds • Our suppliers / other key stakeholders may be implicated in modern slavery practices in their supply chains or operations.
Building services (utilities, catering, security, cleaning, laundry, waste)	Tier 1 locally based, generally smaller suppliers subject to local laws	
Service providers (call centres, face-to-face fundraising, marketing services)	Tier 1 locally based, generally smaller suppliers subject to local laws	
Professional services	Tier 1 a mix of multinationals with headquarters in countries with modern slavery, human rights and/or labour laws and smaller local suppliers subject to local laws	
Building and construction	Tier 1 locally based, large suppliers subject to local laws. Labour is employed through the use of subcontractors. Materials may have complex, multi-tiered supply chains	

Addressing the risks



Garvan has a zero-tolerance approach to modern slavery and has taken, or is undertaking the following actions to raise awareness of the issue with our employees, stakeholders and suppliers.

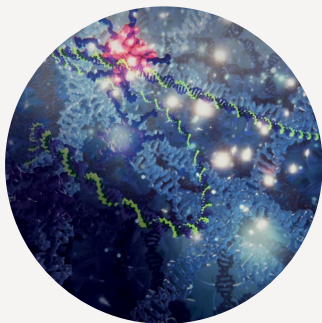
2022 Actions taken to assess and address modern slavery risks

- Modern Slavery working group (established in 2020) continued to drive initiatives across the organisation to raise awareness, understand potential risks within our supply chain, and review and update relevant policies.
- Broadened the Modern Slavery working group with increased representation from across Garvan to oversee initiatives
- Updated our standard procurement terms and conditions, request for tender/ proposal documentation and telemarketing contracts to better cover modern slavery concerns
- Conducted awareness training on Modern Slavery issues in the health and medical research sector, open to the Darlinghurst Health Precinct



Planned 2023 and future initiatives to assess and address modern slavery risks

- Continue to review, develop and update policies and codes of conduct for modern slavery related issues
- Develop training for staff to raise awareness and outline Garvan's expectations of staff when engaging suppliers
- Develop supplier code of conduct that includes our expectations of suppliers with respect to addressing their own modern slavery risks
- Continued improvement of our procurement/purchasing framework
- Develop a monitoring and reporting program (including internal awareness benchmarking)
- Roll out of enhanced supplier input controls for when staff add new suppliers for Garvan
- Improve process for the formal risk assessment and reporting of modern slavery risks for business operations
- Ongoing improvements in operational risk assessment and reporting processes as it relates to Modern Slavery
- Enhance industry / precinct collaboration on modern slavery initiatives
- Potential transition of Modern Slavery working group into broader Garvan ESG / Ethical Decision-making group/committee



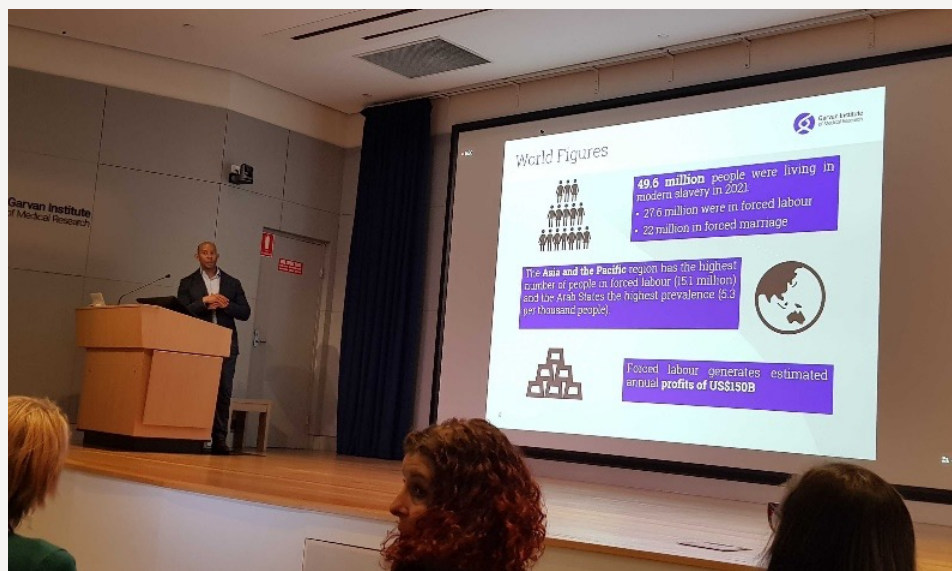
Addressing the risks, continued

2022 Staff Awareness

On 18 October 2022, Garvan hosted an in-person and online information session on modern slavery impacts in medical research. The session was available to the Darlinghurst Health Precinct staff for Garvan, St Vincent's and the Victor Chang Cardiac Research Institute.

Eric Boone, partner from Madison Markus was our guest speaker. We discussed the modern slavery risks particular to the medical research industry and how the pandemic-related demand for PPE in particular compounded the risks in this space.

During October there was a display of commonly used items to highlight that modern slavery considerations are closer to home than many people think.



Eric Boon presenting in the Garvan auditorium

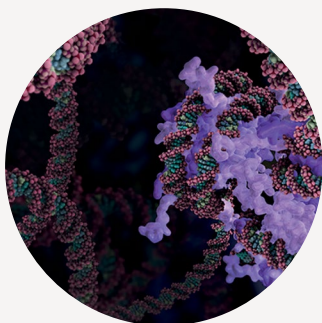


Garvan Modern Slavery lightbox display



Ethically sourced treats given out to attendees

Addressing the risks, continued



Measuring effectiveness

The Garvan Modern Slavery working group meet regularly to drive continuous improvement in our response to modern slavery risks. The working group maintain and update a running list of action items to: improve modern slavery risk identification; enhance supplier due diligence; and increase internal awareness through communication and training. We are developing a monitoring and reporting program to measure the effectiveness of our actions.



Collaboration and consultation

Garvan has communicated the importance of this program with the entities within the Garvan Group. The process of consultation involves input from relevant internal stakeholders including Finance, Procurement, Legal and Risk along with the Garvan Leadership Team. In 2022, we used our internal communications channels to deliver important messages about modern slavery risks in our staff Newsletter and our all-staff Slack channels. We also used our external social media channels to promote our commitment to raising awareness for modern slavery issues.

This year, we approached our Darlinghurst health precinct partners St Vincent's Hospital Sydney and the Victor Chang Cardiac Research Institute to collaborate on awareness activities. For 2023 and beyond we are hoping to strengthen our collaboration across the precinct to improve our collective modern slavery response.



Garvan is also a member of the Association of Australian Medical Research Institutes (AAMRI). AAMRI is the peak body representing medical research institutes (MRIs) across Australia. AAMRI has 58 member organisations who employ over 20,000 staff and research students, are internationally recognised and undertake half of all government funded health and medical research in Australia. While a number of AAMRI members do not meet the threshold for Modern Slavery Reporting, Garvan would like to increase collaboration with AAMRI members on addressing modern slavery risks, especially given the likelihood of a large number of shared suppliers.

Governing Body Approval

This statement was approved by the Board of Garvan Institute of Medical Research on 24 May 2023.

Dr John Schubert
Chairman

Professor Benjamin Kile
Executive Director

For more information

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