The Macfarlane Burnet Institute for Medical Research and Public Health Limited
ABN 49 007 349 984

MODERN SLAVERY STATEMENT
UNDER THE MODERN SLAVERY ACT 2018 (CTH)

REPORTING PERIOD: 1 January 2025 – 31 December 2025

This Modern Slavery Statement was approved by the board of The Macfarlane Burnet Institute for Medical Research and Public Health Limited ("**Burnet Institute**") in their capacity as the principal governing body of the Burnet Institute on 23 June 2026.

Pursuant to the requirements of the *Modern Slavery Act 2018* (Cth), the contents of this Statement have been reviewed and confirmed as accurate by a duly authorised person.

This statement is signed by Kate Galvin as Board Director and Chair of the Finance, Audit, Risk, and Investment Committee, and Professor Brendan Crabb AC as Board Director and Chief Executive Officer, respectively, on 25 June 2026.

Kate Galvin	Professor Brendan Crabb AC
Director	Director & Chief Executive Officer

Signed in Melbourne on 25 June 2026

Part One: Who we are and what we do

1. The Burnet Institute is an independent, not-for-profit medical research institute and non-government organisation (NGO). We are passionate about social justice, equality and evidence-based research.

2. This is our fourth Modern Slavery Statement pursuant to the requirements of the *Modern Slavery Act 2018* (Cth) (the **Act**).

3. We acknowledge that, all over the world (including in Australia), modern slavery is a shockingly common reality, where victims are subject to coercion, lack of freedom and deception. It includes human trafficking, orphanage tourism/trafficking, forced labour, debt bondage, forced marriage, and the worst forms of child labour.

4. As a not-for-profit entity focused on addressing health inequality for vulnerable communities in Australia and internationally, we want to ensure that our operational activities are not causing, contributing, or otherwise linked to modern slavery practices. We welcome this opportunity to carefully examine our business practices and supply chains so as to meaningfully address modern slavery risk.

5. In 2025, the Burnet Institute surpassed the annual revenue threshold for mandatory reporting under the Act. The Burnet Institute remains committed to the principles of the Act and will continue to prepare an annual Modern Slavery Statement.

Our Structure

6. The reporting entity responding to the requirements of the Act is **The Macfarlane Burnet Institute for Medical Research and Public Health Limited** ABN 49 007 349 984.

7. Burnet Institute owns or controls the following entities that are not, individually, mandatory reporting entities under the Act:

    - Burnet Institute (Hong Kong) Limited
    - Biopoint Hong Kong Limited

    The above entities have been effectively non-operational or had limited supplier transactions during the reporting period.

8. For the purposes of this Statement, any reference to the 'Burnet Institute', or 'we' or 'our' should be taken to also include these owned or controlled entities, unless otherwise specified.

9. The Burnet Institute is an Australian company, limited by guarantee. We are a registered charity with the *Australian Charities and Not for Profits Commission*. A significant portion of our operating budget is funded through competitive grants, major philanthropic donors, charitable trusts, and foundations.

Our Operations

10. The Burnet Institute is a program led, not-for-profit institute that links medical research with practical action to help solve devastating health problems. Our organisation combines programs of clinical and laboratory research in virology and immunology with epidemiology, social research and public health programs.

11. In particular, our research is focused on designing and delivering evidence-based responses to global health challenges within the following thematic health programs:

    - disease elimination, including infectious diseases;
    - health security and pandemic preparedness; and
    - women's, children's and adolescents' health

12. Burnet Institute’s technical breadth includes the following disciplines:
    - life sciences
    - international development; and
    - public health.

13. The vision of the Burnet Institute is to create an equitable world through better health. This drives our allocation of key facilities, programs and resources. Our organisation is wholly aligned with the UN Sustainable Development Goal 3 - to ensure healthy lives and promote well-being for all at all ages.

14. Our research involves working closely with a wide array of vulnerable communities including:
    - resource-poor communities;
    - marginalised communities;
    - prisons; and
    - people at higher risk of contracting blood-borne viruses.

15. We are the only unaligned organisation in Australia that has dual accreditation with both the *Australian National Health and Medical Research Council* (NHMRC) and the *Department of Foreign Affairs and Trade*. As a result, our organisation is subject to a variety of regulatory controls, to which we abide closely.

16. The headquarters and Australian research facilities of the Burnet Institute are located in Melbourne, Australia.

17. Our international presence includes offices / facilities in Papua New Guinea, Myanmar and Vanuatu. We are also actively involved in various research projects and activities in a range of countries throughout Asia, the Pacific and Africa.

18. Our Australian based workforce during the reporting period included:

- Approximately 445 employees, including researchers and public health professionals;

- Over 55 honours, masters and PhD students.

19. Our international offices were staffed as follows during the reporting period:
    - In Papua New Guinea, we had 96 locally employed staff and 10 'internationally mobilised' staff; and
    - In Myanmar, we had 24 locally employed staff.
    - In Vanuatu, we had 4 locally employed staff.

Our Supply Chains

20. Given the breadth of our operations and international presence, the Burnet Institute has a broad range of suppliers that support our work. During the reporting period the Burnet Institute engaged approximately 105 unique suppliers globally.

21. Our Australian research facilities and corporate functions procure goods and services from the following supplier categories:

    - Technical equipment;
    - Medical supplies and consumables;
    - Cleaning services;
    - Computer and technical services;
    - Office equipment, goods and stationary;
    - Recruitment agencies;
    - Travel, accommodation and venue Hire;
    - Consulting and business management services;
    - Equipment Maintenance and repair services;
    - Building renovations and maintenance;
    - Mailing and courier services;
    - Education and training services; and
    - Telecommunication providers.

22. Our international operations have generally similar supply chains, such as medical supplies and consumables, computer equipment, telecommunications services and consulting services to support research facilities. We also procure the additional types of goods and services to facilitate our international operations, such as:

    - Accommodation and venue hire;
    - Customs and shipping services;
    - Flight and travel services;

- Clinic rental costs;
- Pharmaceutical goods;
- Fleet running costs;
- Insurance services;
- Security services; and
- Construction.

23. Primarily due to its international projects, the Burnet Institute has a significant number of suppliers based overseas, including companies located in:

- Argentina
- Bangladesh
- Canada
- China
- Fiji
- France
- Germany
- Hong Kong
- India
- Indonesia
- Israel
- Japan
- Korea
- Laos
- Myanmar
- Nepal
- Netherlands
- New Zealand
- Papua New Guinea
- Peru
- Singapore
- The Solomon Islands
- United Kingdom
- USA
- Vietnam

24. We understand that a number of these countries are generally considered to have elevated risks of modern slavery across a range of industries.

Part Two: Assessing Modern Slavery Risks in our Operations and Supply Chains

25. There were no actual or suspected instances of modern slavery in our supply chains or operations that were reported to us during the reporting period, or that we subsequently discovered during the risk assessment process covered in this statement.

26. As part of our external expert engagement, we have historically assessed the potential modern slavery risks associated with both our operations and supply chains.

Hotels and Restaurants in Papua New Guinea

27. During the reporting period, we used the services of accommodation and venue hire suppliers. This typically involves travelling staff and partner accommodation, venue hire and hosting of conferences/workshops.

28. This category is high risk due to two interrelated factors. First, the hotel and restaurant industries are, globally, characterised by a relatively high prevalence of modern slavery. This is due to various factors including a widespread reliance on labour hire agents to

procure low-skilled workers such as security guards, dishwashers, room cleaners and gardeners. These low-skilled jobs are often filled by more vulnerable workers, including people from low-socioeconomic groups, underage /displaced females, and migrants. These groups are susceptible to deceptive recruitment and bonded labour. Additionally, the seasonal nature of the sector, driven by peaks of demand further increases the possibility of worker exploitation.

29. These inherent industry risks are increased by the fact that these service providers are operating in a high-risk geography. There are numerous reported instances of forced labour occurring within predominantly low-skilled sectors.

Construction, Financial Intermediation & Machinery in Papua New Guinea

30. These industry categories are deemed to have a higher risk profile, but not necessarily within their direct operations, given that there is a relatively higher proportion of skilled professions. Rather, the same kinds of geographical risks as the above category, is the primary basis for the overall elevated risk profile.

31. These industry categories require a broad range of supplier service inputs such as fleet hires services, insurance services, security services, consultants, data, and IT providers. The category of electrical and machinery suppliers includes several medical related suppliers. Additionally, these suppliers are likely to have a reliance on high-risk supply chain inputs, such as electronic products that are commonly manufactured in high-risk geographies such as Malaysia or China.

Operational Risk

32. Similar to our supply chain risk, some areas of our operations have been assessed as having a relatively elevated risk because our organisation operates research programs that engage local organisations in low-income, less developed nations. This, of course, is an indispensable component towards achieving our mission of improving equitable access to health through international aid and development. Specifically, we have operations based in the following high-risk geographies: Papua New Guinea; Myanmar, and Vanuatu.

33. We also have project activities implemented with partners in the following high-risk geographies:
    - China;
    - Laos;
    - Bangladesh;
    - Timor-Leste;
    - India;
    - Indonesia;
    - Vietnam;
    - Thailand;
    - Kenya; and
    - Zimbabwe

34. Our major operational partners in these higher risk countries are usually local government organisations, research bodies, universities, or local NGOs. However, we recognise that this dominance of lower risk industry categories for direct operational engagement does not exclude the potential for increased modern slavery risk within our operations in these locations, particularly in relation to ancillary facilities services such as cleaning, building maintenance, and local freight and transportation services.

35. Many of these countries feature well recognised risk factors for a higher prevalence of modern slavery, such as vast social inequality, a relatively high proportion of internal or foreign migrant workers, concentrated demand for low skilled industries, temporary / seasonal labour, limited government responses to enforcement, regulating workplaces, and enforcing compliance with national standards.

36. All employees at our facilities in Papua New Guinea, Myanmar, and Vanuatu are employed on a direct contract with our organisation.

37. During the reporting period, Myanmar experienced a significant earthquake in March 2025 that caused widespread disruption across the country. This event materially impacted our Myanmar operations and those of our local partners and suppliers, and heightened pre-existing humanitarian risks in the country. We actively monitored the welfare of our locally employed staff and the integrity of our supply chains throughout this period. The earthquake may have elevated the risk of exploitative labour practices among ancillary service providers operating in disrupted conditions, and this has been taken into account in our ongoing risk assessment and due diligence activities.

Part Three: Addressing Modern Slavery Risks

Internal Governance Framework and Policy Updates

38. As an accredited non-government organisation that is subject to rigorous government requirements, during the reporting period, the following policies were in place, which specifically address issues relating to child protection and child labour:

- A Child and Youth Safeguarding Policy prohibiting any form of behaviour that exploits or abuses children, including using children for labour. This policy applies to our staff, volunteers, partner organisations, contractors and suppliers, including our overseas suppliers in high-risk geographies.

- A Safeguarding Code of Conduct requiring our staff and representatives to report any allegations of child or vulnerable adult exploitation and comply with Australian and local labour legislation regarding child labour.

- A Protection from Sexual Exploitation, Abuse and Harassment Policy confirming zero tolerance for sexual exploitation, abuse and harassment, and prioritising the needs of victim survivors in dealing with any allegations of abuse.

39. Our standard services agreement requires contractors to have policies in place to ensure children are protected from abuse in their operations, including personnel screening.

40. We also work closely with our in-country partners to ensure they are fully aware of our strong commitment to protect children in all of our operations and increase those partners' own capacity to safeguard children from all forms of abuse.

41. We have reviewed our current internal governance framework and developed the following modern slavery specific policies to complement our existing framework, which continue to be progressively implemented:

   - **Human Rights (including Modern Slavery) Policy**, which contains express anti-slavery provisions and sets our commitment to addressing modern slavery and adverse human rights impacts through due diligence and other similar activities.
   - **Supplier Code of Conduct**, which uphold safeguarding and ethical behaviour standards and require suppliers to comply with all applicable Modern Slavery Laws and integrate equivalent obligations into their own subcontracts, to try and 'cascade' an anti-slavery awareness down the tiers of our supply chain.

42. In addition to having the above policies, we have developed a standard supplier contract provision that specifically addresses modern slavery by requiring our suppliers to undertake their own modern slavery due diligence and comply with our Supplier Code of Conduct. Specifically, the provisions require our suppliers to warrant that:

   - They will not engage in any modern slavery-related activity.

   - They are taking reasonable steps to ensure that modern slavery risks are being identified and addressed in their operations, supply chains and with their subcontractors.

   - They agree to notify us of any potential instances of modern slavery that they become aware of in their own operations or supply chains.

43. During the year, we also updated related policies, and agreement templates to strengthen their modern slavery focus.

44. Internal responsibility for our ongoing measures to address modern slavery rests with a group comprised of executive members, including our Chief Operating Officer, and Deputy Directors.

45. We maintain constant links with our senior leadership, project and operations teams based in Papua New Guinea, Myanmar, and Vanuatu to ensure we create an appropriately

tailored, locally-driven response in these locations to more effectively address the specific needs of our international operations and associated risk profile.

Education & Training

46. We prioritise education and training programs to build our organisational awareness and capacity to address modern slavery.

47. We are developing a compulsory online modern slavery training module for Board members and Australia-based staff who as a result of their work (direct or indirect) may be exposed to modern slavery.

48. As an accredited non-government organisation, we are an active member of the Australian Council for International Development , a body focused on strengthening the collaborative impact of NGOs and aid organisations to address poverty and human rights risks including modern slavery.

49. As a Department of Foreign Affairs and Trade (DFAT) accredited NGO, we are required to maintain policies and procedures that identify, assess and address risks of modern slavery within our operations, supply chains, procurement practices and partnerships.

Part Four: Measuring Effectiveness

50. During the reporting period, the Burnet Institute assessed the effectiveness of its modern slavery actions through the following mechanisms:
    - Our Human Rights (including Modern Slavery) Policy and supplier contract provisions remained in force during the reporting period and were applied to supplier contracting through our standard agreement provisions.
    - No instances of modern slavery were identified or reported through our internal reporting channels, supplier notifications, or the risk assessment process described in this Statement. While the absence of reported incidents is not itself a measure of effectiveness, it is consistent with our risk profile and the controls in place.
    - Supplier contract provisions requiring modern slavery due diligence warranties were applied to new supplier agreements entered into during the reporting period.
    - We assessed our training approach and identified a gap in formal staff training, which we are addressing through the development of a compulsory online training module for the 2026 reporting period.

51. The Burnet Institute is a mandatory reporting entity under the Act for the 2025 reporting period, having spent $103.3 million on improving health in Australia and internationally, exceeding the $100 million annual revenue threshold.

52. We are committed to seeking to address modern slavery within the broader framework of our existing organisational values, and to working with marginalised communities, in pursuit of the UN Sustainable Development Goals.

53. We intend to focus on the following future areas to develop a modern slavery response that is continually improving, and maximises practical impact:
    - Burnet will use Bridger Insight XG for due diligence screening of suppliers and partners, strengthening modern slavery compliance by enabling more effective risk identification and screening. The platform will be used when onboarding new suppliers and for periodic monitoring.
    - Expanding the scope of our supply chain risk assessment;
    - Identifying modern slavery risks and mitigation strategies in country-level operational risk assessments;
    - Operationalising modern slavery-specific policies, including actively engaging with our larger suppliers regarding the practical effect and substantive expectations under these policies;
    - Providing regular awareness training and reporting mechanisms;
    - Integrating modern slavery as a factor within our internal audit program.

Part Five: Consultation with controlled entities & other information

54. All of Burnet Institute’s owned / controlled entities (as listed above at paragraph [9] of this Statement) are either non-operational or currently being wound down and on that basis the Institute has not taken on a full consultation with them in preparation of this Statement. The Institute confirmed the non-operational or wind-down status of these entities during the reporting period through review by the relevant directors and examination of financial activity records.