

Garvan Institute
of Medical Research

Modern Slavery Statement

Reporting Period: Garvan Financial Year
1 January 2025 to 31 December 2025



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.

At Garvan, we see a future where everyone lives a longer, healthier life. By being a global leader in discovery research and driving the translation of breakthroughs from the lab to the clinic, we can revolutionise human health using the power of genomic information. Our mission is to harness all the information encoded in our genome to better diagnose, treat and prevent diseases that have the deepest impact on society.

Garvan brings together world-leading researchers and clinicians, collaborating locally and globally, to improve human health. For the individual patient with rare disease, to the many thousands affected by complex, widespread illness, we are pioneering discoveries across diseases that have the deepest impact on our community.

Through our key scientific strengths in data, genomics, cellular, translational and clinical science, and enabled by cutting-edge technology and world-class facilities, we aim to catalyse research from fundamental discovery to transformational impact.

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/history

Our structure and operations

The 'Garvan Group' employs 587 staff and has 197 honorary appointments and 78 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.





Our supply chain

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

Our service providers

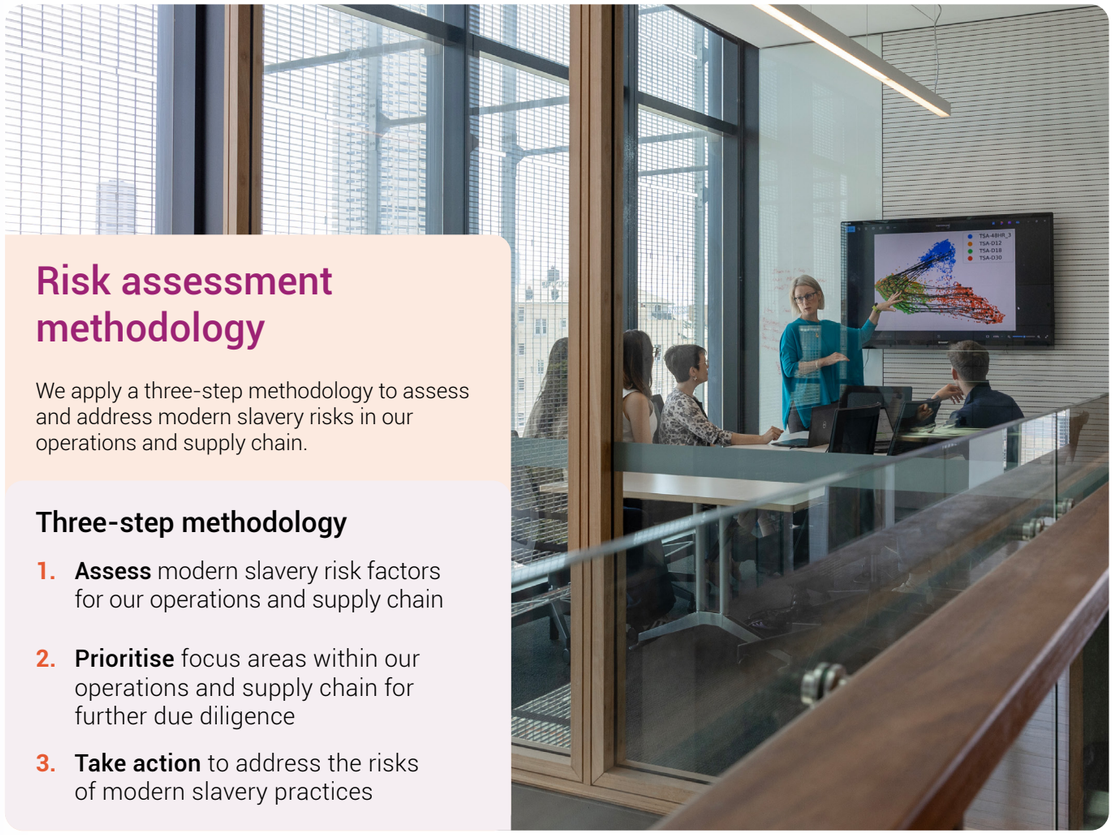
Call centres, fundraising and marketing services, professional services, insurance, travel

We source our products and services primarily from Australia, but also from North America, Europe (incl UK) and New Zealand. Our top suppliers[1] in 2025, representing more than $48 million in expenditure during the financial year, were mostly Australian companies or multi-national companies with an Australian entity with whom we contracted directly. 15 of our top 20 suppliers are themselves reporting entities under either the NSW Modern Slavery Act or have a global modern slavery statement / commitment.

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1. Top suppliers is defined by us as suppliers of goods of services where the total spend for the financial year was >$250,000.

Modern Slavery risks in our operations and supply chain



Risk assessment methodology

We apply a three-step methodology to assess and address modern slavery risks in our operations and supply chain.

Three-step methodology

1. **Assess** modern slavery risk factors for our operations and supply chain
2. **Prioritise** focus areas within our operations and supply chain for further due diligence
3. **Take action** to address the risks of modern slavery practices

Operational risks

According to the Global Slavery Index 2023 (GS Index), the risk of modern slavery in Australia is 1.6/1,000, indicating an extremely low risk. Asia and the Pacific is the third most vulnerable region in the world to modern slavery, Australia represents the lowest vulnerability in the region (7%). 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 we also engage with a reputable global EOR (Employer of Record) firm to help facilitate our employee requests to work abroad where practical.

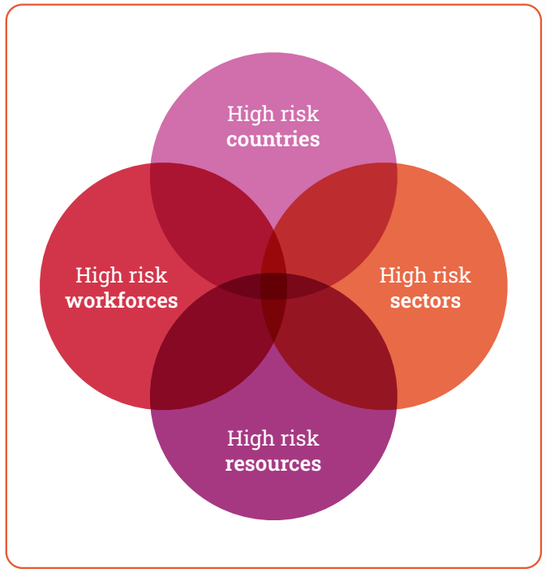
Our workforce includes highly skilled and experienced scientists and professional services staff who provide operational support. Our staff, students and domestic collaborators are subject to Australian legal and ethical obligations, including the Fair Work Act 2009, NHMRC National Statement on Ethical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

In 2024 and 2025 we undertook a significant amount of work internally and together with our industry association AAMRI to review the changes to the Fair Work Act 2009 in relation to use of fixed term contracts.

Supply Chain risks

The following factors, when assessed against our suppliers, inform our main modern slavery risks:

1. **Country of operation:** modern slavery risks can vary between country/region with various countries reported to have higher risks than others.
2. **Industry or sector:** certain industries are known to have high (or low) modern slavery risks.
3. **Components/resources used in goods:** components used in goods also need to be assessed for modern slavery risks as well as the finished product; certain components are reported to have higher risks of modern slavery – usually because the component parts are from a high risk country or high risk industry.
4. **Type of workforce and employment arrangements:** the prevalence of unskilled or temporary labour in a particular industry or sector and potential for unethical employment practices to go unchecked increase modern slavery risks.



The following table categorises the relevant industry/sector for the Garvan Group's top suppliers and outlines the main modern slavery risks applicable to that industry/sector.

Supply Chain Categories / Industry	Modern Slavery Risk(s)
Research consumables (including linens, lab coats and PPE)	Potential risk factors: **country of operation; industry/sector; components resources used in goods; workforce arrangements.**
Research equipment	Global supply chains for these products can be complex, multi-tiered, and often extend into regions with a high prevalence of modern slavery. The manufacturing of components, raw materials, and finished goods, particularly for plastics, electronics, and chemicals, may involve hazardous working conditions and exploitative labour practices, including forced labour and child labour.
Research services	Potential risk factors: **country of operation; workforce arrangements.** Unlike the procurement of physical goods these collaborations are based on the intellectual subject-matter expertise and professional labour of highly skilled individuals. The 'supply chain' is effectively the direct relationship with the institution and the research team. Some risks remain depending on the country of operation of the service provider.
Professional services	Potential risk factors: **country of operation; workforce arrangements.** This category includes services such as legal advice, audit, insurance, and consultancy provided by professional services firms. Risk of modern slavery is generally very low. Professional services firms operate in a completely different risk environment from industries like building services or fundraising. The workforce is highly skilled, well-compensated, and operates in a regulated, professional setting.
ICT	Potential risk factors: **country of operation; industry/sector; components resources used in goods; workforce arrangements.** **Software and Cloud Services:** These services are based on intellectual property and professional expertise, not a supply chain of physical goods. The workforce is highly skilled, and the companies are subject to stringent regulations in their home jurisdictions. **Technology Hardware:** The manufacturing of electronics often involves long, complex global supply chains that can extend into regions with poor labour practices. Components like rare earth minerals, plastics, and circuit boards may be produced with forced labour.
Building services (utilities, catering, security, cleaning, laundry, waste)	Potential risk factors: **country of operation; industry/sector; components resources used in goods; workforce arrangements.** This is a well-recognised risk area in Australia and globally, particularly for services like cleaning and security. The risks are amplified by the potential for opaque sub-contracting chains, the use of a high-risk casual or temporary workforce, and the downward pressure on pricing that can lead to wage exploitation and other forms of abuse. Factors include: **Reliance on a vulnerable workforce:** The workforce often includes temporary visa holders, migrant workers, or casual staff who may have limited English proficiency, poor knowledge of their rights, or precarious immigration status. **Complex subcontracting chains:** Services are often outsourced multiple times, with sub-contractors and sub-sub-contractors, creating a lack of transparency and making it difficult to know who is doing the work. **Price pressure:** Competitive tendering can lead to contracts being awarded at prices that make it difficult for suppliers to comply with minimum wage laws and other labor standards. **Low barriers to entry:** The industry has low barriers to entry, which can attract unscrupulous operators.
Service providers (call centres, face-to-face fundraising, marketing services)	Potential risk factors: **country of operation; industry/sector; workforce arrangements.** Fundraising services (especially door-to-door and telemarketing) are globally recognised as a very high-risk area for modern slavery. The use of casual, outsourced, and often young or vulnerable labour, combined with performance-based pay and high-pressure work environments, creates a significant risk profile.
Building and construction	Potential risk factors: **country of operation; industry/sector; components resources used in goods; workforce arrangements.** Building and construction is a well-known high-risk area for modern slavery. This is due to several factors: **Complex supply chains for materials:** Raw materials (e.g., steel, timber, cement) and manufactured products (e.g., electrical components, plumbing, fittings) are often global, multi-tiered, and opaque. This can involve high-risk jurisdictions with poor labour standards. **The use of a large and often transient workforce, and the prevalence of subcontracting:** The use of multiple tiers of subcontractors is standard practice in the industry. This makes it difficult to track labour law compliance (wages and safety standards) throughout a project. The workforce often includes migrant workers and casual labourers who may be more susceptible to exploitation.

The table below assesses the inherent and residual risks of our top 50 suppliers against the risks identified as applicable to their supply chain category.

Supplier Type	Number of suppliers	Inherent risk	Risk controls and mitigating factors	Residual Risks
Science/ Research consumables and equipment	21	**Moderate to high**	Tier 1 suppliers: Australian companies or US/UK based multinationals Tier 2 suppliers: if the Tier 1 supplier isn't the manufacturer. Tier 2 suppliers are largely US/ UK/EU based multinationals (e.g. Tier 1 supplier: Australian company that distributes PPE; Tier 2 supplier: Ansell)	**Low** for Tier 1 **Moderate** risk factors remain for Tier 2 onwards
Research services / collaborations (e.g. universities)	14	**Low**	Our suppliers in this category are almost exclusively Australian universities and medical research institutes. These institutions operate within a robust legal and regulatory environment and may themselves be subject to the Australian *Modern Slavery Act 2018* (Cth).	**Very Low**
IT / Telecommunications	3	**Software and Cloud Services:** inherent risk of modern slavery is considered **low**. **Technology Hardware: High**	Tier 1 suppliers: Australian companies or US/UK based multinationals with significant operations in jurisdictions with strong legal and regulatory frameworks. In many cases, our suppliers are subject to their own modern slavery regulations.	**Low** **Moderate** risk factors remain for Tier 2 onwards
Building services (utilities, catering, security, cleaning, laundry, waste)	4	**Moderate to High:** security, cleaning, laundry, waste **Low:** utilities	Tier 1 suppliers are Australian companies. These companies are subject to Australia's robust legal framework. Our supplier contracts include specific clauses that require compliance with Australian laws and anti-modern slavery commitments. Our utilities providers are major Australian regulated utility companies.	**Low to Moderate** for services like security, cleaning etc **Very Low to Negligible** for utilities where we contract with major utilities providers
Fundraising (call centres, face-to-face fundraising, marketing services)	3	**High to Very High**	Tier 1 suppliers: we engage Australian-based companies that are members of key fundraising bodies like Fundraising Institute Australia and the Public Fundraising Regulatory Association. Our contracts with fundraising partners contain specific and detailed clauses that require compliance with all relevant Australian laws and regulations including labour laws specifically. Our contracts typically include the right to audit their operations.	**Moderate** risk remains due to the nature of the industry and our reliance on third-party providers.
Professional services	4	**Low to Very Low**	Tier 1 suppliers: we engage with Australian companies or US/UK multinationals. Our professional services providers are well-established entities operating in jurisdictions with strong legal and regulatory frameworks, including robust labour laws. Many of these firms are large, publicly listed companies that are subject to their own modern slavery reporting obligations.	**Very low to negligible**
Building and construction	1	**High to Very High**	Tier 1 suppliers: we engage Australian companies. For large projects we undergo a tender process that includes consideration of modern slavery factors. Our contracts contain specific clauses that require compliance with all Australian laws and regulations. We have on-site contractor management procedures for inductions and signing in/out.	**Moderate**: some risk remains due to the nature of the industry and our reliance on third-party providers.

Addressing the risks

Tier 1 Focus

Our current supply chain due diligence is focused on direct (Tier 1) suppliers.

Most of our top suppliers are Australian entities. Procurement from Australian-based companies significantly reduces our exposure to modern slavery, as they operate under and are subject to Australia's strong legal and regulatory frameworks, including the Modern Slavery Act 2018 (Cth). We typically have long-standing relationships with these suppliers, who are well-established entities with strong reputations for ethical business practices. In many cases, these suppliers themselves are reporting entities under the Act and are therefore required to conduct their own due diligence on their supply chains.

Where we have significant spend with companies outside of Australia, they are typically US/UK/Europe based where we engage with well-established entities with strong reputations for ethical business practices. In many cases, these suppliers themselves are reporting entities either under the Australian Act, or similar international legal and regulatory frameworks aimed at addressing modern slavery risks. When dealing with multinationals, these companies have significant resources and a vested interest in maintaining ethical supply chains to protect their brand and meet legal obligations.

Contractual Safeguards

Our contracts with significant partners contain specific clauses that require compliance with all relevant Australian laws and regulations. In additional, for industries with higher modern slavery risks (construction; fundraising) our contracts contain anti-modern slavery provisions and/or explicitly prohibit contravention of labour laws.

Garvan has also taken or is undertaking the following actions to reduce our risks of modern slavery and raise awareness of the issue with our employees, stakeholders and suppliers.

Actions taken to assess and address modern slavery risks

- Fundraising contracts: agreements for our major fundraising campaigns for 2025 were reviewed and updated and where not already implemented, we have included improvements to the modern slavery / labour practices provisions.
- Garvan is part of a health precinct with St Vincent's Hospital Sydney (SVHS) and the Victor Chang Cardiac Research Institute (VCCRI). In 2022 we identified that while VCCRI purchases goods on behalf of the precinct, they are not a reporting entity under the Act. Since 2023 we have taken steps to review the precinct supply chain and joint procurement processes (Tier 2 review)
- Industry participation: Garvan is a member of the Association of Australian Medical Research Institutes. In 2023, Garvan advocated directly for AAMRI to use membership dues to conduct vendor assessments of a compiled list of common suppliers. Not all AAMRI members are reporting entities but given the large number of common suppliers this was presented as a cost-effective way for NFP MRI's to enhance their commitment to the reduction of modern slavery risks in the health and medical research sector.

  During 2024 AAMRI set up a consortium on Modern Slavery Reporting with Informed 365. In 2025, Garvan assessed the Informed 365 option but has not joined the consortium at this stage.
- In late 2025 we began the process of joining ACAN (Australian Catholic Anti-Slavery Network) and assessing ACAN member access to SEDEX for supply chain risk assessments. The process is ongoing.
- In 2025 Garvan hired a new Procurement Manager
- Procurement and tender processes reviewed and updated (including internal audit)
- In late 2025, Garvan reviewed a number of our long-term moderate-high risk Building Services contracts. Following the review, we took steps with our precinct partners to re-tender for contractors for cleaning and security services in early 2026. Garvan's existing cleaning and security vendors had been on short-form contracts for more than 5 years.

Planned future initiatives to assess and address modern slavery risks

- Early 2026: new cleaning and security services contracted after robust RFP processes
- Continuous improvement of policies / processes to include modern slavery issues and address procurement audit findings
- Training for staff to raise awareness
- 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 (including in-built controls within our finance and contractor management systems)
- Develop a monitoring and reporting program (including internal awareness benchmarking) – engage at an industry level where possible including joining AAMRI consortium or ACAN via affiliations.
- Ongoing improvements in operational risk assessment and reporting processes as it relates to Modern Slavery
- Continue to enhance industry / precinct collaboration on modern slavery initiatives
- Finalise ACAN membership and access related benefits (e.g. SEDEX assessments)

Measuring effectiveness

We are committed to the ongoing review and improvement of our approach to modern slavery.

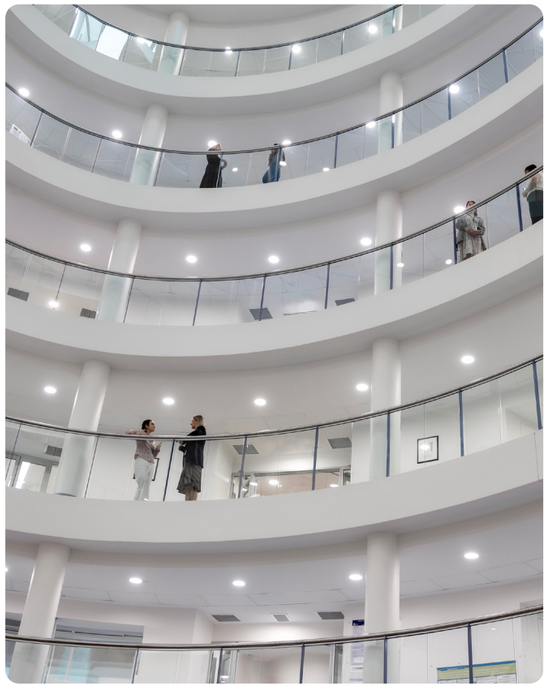
We maintain a regular dialogue with our top suppliers to monitor their performance. This includes by not entering into contracts for long periods (no more than 3-5 years maximum) to allow for terms to be renegotiated where appropriate in an agile way. This has allowed us to introduce more modern slavery related terms and conditions as major contracts come up for renewal. For our highest-risk supply chains, such as fundraising, we conduct periodic reviews of our partners.

Garvan engages with industry groups and precinct partners to benchmark its modern slavery activities and collectively deal with issues relating to modern slavery risks. In 2025, modern slavery concerns were key considerations in decisions to re-tender for cleaning and security services within the precinct.

Collaboration and consultation

Garvan has communicated the importance of modern slavery awareness with the entities within the Garvan Group. The process of consultation involves input from relevant internal stakeholders including Finance (including Purchasing/Procurement) and Legal along with the Garvan Leadership Team.

In 2025, Garvan assessed a number of options for maturing our Modern Slavery compliance processes. We assessed AAMRI's Informed 365 offering. However, given our affiliation and relationship with St Vincent's Hospital Sydney, in 2025 we began the process of joining ACAN (Australian Catholic Anti-Slavery Network) and assessing ACAN member access to SEDEX. This process will continue in 2026.



Governing Body Approval

This statement was approved by the Board of Garvan Institute of Medical Research on 28 May 2026

Scott Perkins
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