Modern Slavery Statement 2020

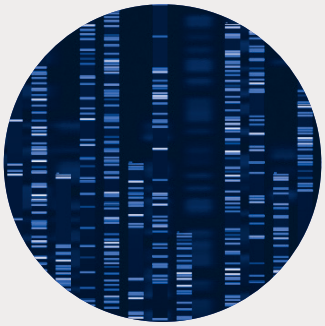
May 2021

Garvan Institute
of Medical Research

The Garvan Institute
Who we are and what 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.

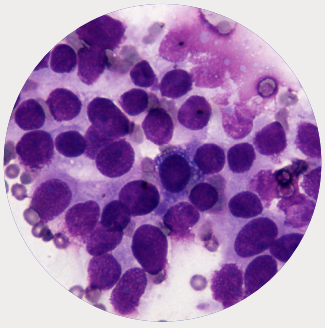
Founded in 1963, Garvan's researchers have made significant advances in genome, epigenome, protein and cell analysis technology. We have revealed causes and developed treatments for diseases including diabetes, osteoporosis, cancer, immune deficiency and autoimmunity. Today, Garvan's mission builds on 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 UNSW Sydney.



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

Our structure, operations and supply chain

The 'Garvan Group' employs 590 staff and 287 honorary appointments, including students, and 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)

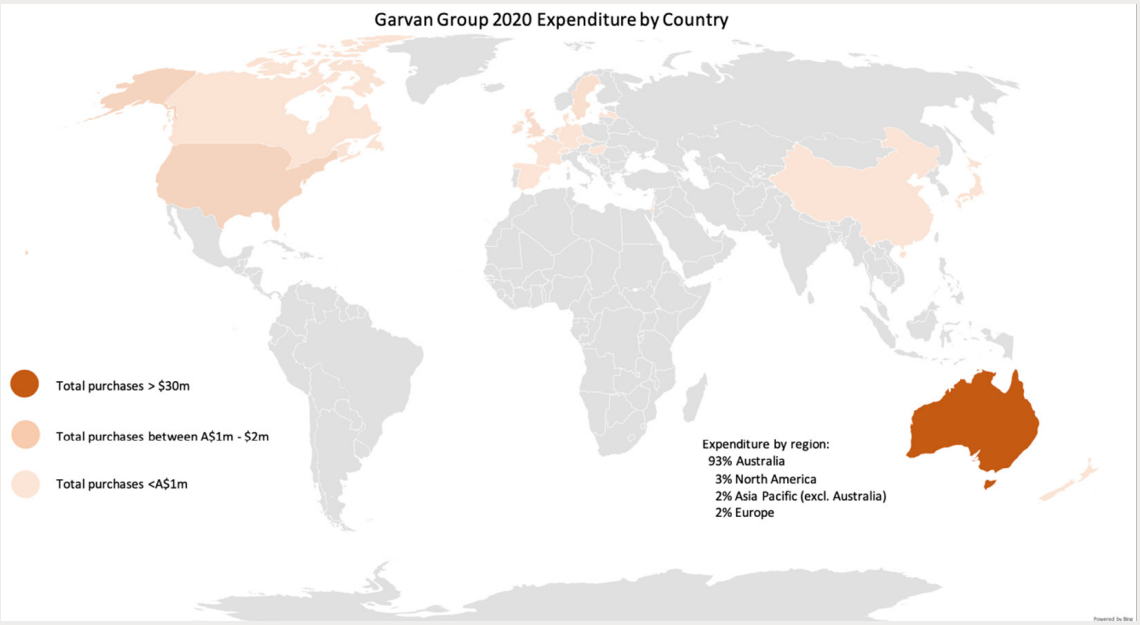
The Garvan Research Foundation is the marketing and fundraising arm of Garvan and exists to support Garvan's mission to better diagnose, treat, predict and prevent disease, in order to create a healthier future for everyone.

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.

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.



Modern slavery risks in our operations and supply chains

The following table sets out the supply chain categories which have been identified as giving rise to potential modern slavery risks within the Group. We employ staff directly, lowering the risk of modern slavery within our workforce and conduct an annual review to ensure all staff are paid in line with any applicable Australian legislation.

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	• Complex supply chains which source products and services from high-risk countries • Hazardous working conditions • Modern slavery may exist in tier 2 of our supply chain and beyond • Exploited, child and forced labour, including workers from based-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
Research equipment		
Linens, lab coats and PPE	Tier 1 locally based subject to local laws	
IT/telecommunications	Tier 1 suppliers mainly multinationals with headquarters in countries with modern slavery, human rights and/or labour laws	
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, Material 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.

2020 actions taken to assess and address modern slavery risks:

- Established a Modern Slavery working group to drive initiatives across staff training and awareness, understanding potential risks within our supplier base, policies and codes of conduct
- Sought external expert advice and assistance with staff training and development of a framework
- Conducted staff training on Modern Slavery legislation compliance along with more in-depth, specialist training for those involved in procurement activities
- Mapped our supply chain and spend analysis to identify supplier with potentially higher risks

2021 and future initiatives to assess and address modern slavery risks:

- Broaden the Modern Slavery project team with representation from across Garvan to oversee and measure initiatives
- Review, develop and update policies and codes of conduct for modern slavery related issues
- Develop eLearn training for new 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
- Update our procurement policy and supplier procurement terms and conditions
- Develop a monitoring and reporting program
- Enhance Internal Supplier Requests with a questionnaire for staff to complete so they consider the modern slavery policies of any new suppliers
- Update our Speak Up (Whistleblowing) policy and processes to allow employees and external persons to report concerns or suspicions of modern slavery within Garvan or our supply chain. They may report anonymously if they wish.

Going forward

Measuring effectiveness

We are developing our monitoring and reporting program to measure the effectiveness of our actions.

The first key step to the successful implementation of a Modern Slavery minimisation program is to have a dedicated project team that can build consistency and capability within Garvan, and drive continuous improvement in our response to modern slavery risks. To this end, the project team will meet regularly and define the education, tasks and actions required to progress this important initiative Garvan will set appropriate KPIs and timelines for implementation with ongoing regular monitoring of KPIs.

Collaboration & consultation

Garvan has communicated the importance of this program with the entities within the Garvan Group. The process of consultation involved input from relevant internal stakeholders including Finance, Procurement, Legal and Risk along with the Executive Leadership Team. We have offered awareness training to all staff in conjunction with Deloitte. Future communications will cover actions to be taken, communication of policies and codes of conduct and a process of feedback and consultation will be undertaken within the Garvan Group and with our suppliers.

This statement was approved by the Board of the Garvan Institute of Medical Research on 11 May 2021

Dr John Schubert AO
Chairman

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Executive Director

For more information

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