



# ENVIRONMENTAL SOCIAL AND GOVERNANCE REPORT 2024

**MONASH UNIVERSITY** recognises that its Australian campuses are located on the unceded lands of the people of the Kulin Nations, and pays its respects to their Elders, past and present.

Monash is committed to fostering a society that recognises, respects and includes Indigenous peoples, cultures and knowledge.

The University is committed to contributing to the creation of this society by working with and celebrating Aboriginal and Torres Strait Islander peoples, cultures and knowledge, as well as Indigenous peoples of other places where Monash has a campus or major presence.

**MONASH UNIVERSITY** is committed to supporting and contributing to Treaty discussions in the state of Victoria.

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# FOREWORD BY THE VICE-CHANCELLOR AND PRESIDENT, MONASH UNIVERSITY



This is Monash University's third annual report against its environmental, social and governance (ESG) commitments and its final institutional report against the priorities identified in ESG Statement 2021-25.

Sustainability reporting and ESG disclosure have matured greatly since 2021. The significance and urgency of our obligations to each other, and to our planet, have also become much more apparent in that time. In 2024 the world experienced its hottest year on record, with the average global temperature exceeding 1.5°C above its pre-industrial level. Keeping the average increase to within 1.5°C is central to the United Nations (UN) Paris Agreement and a core commitment for Monash, as a signatory to the UN Global Compact.

As this report shows, we have broadly improved our performance across the majority of our commitments since the last ESG Statement was released. This includes:

- > reducing our own carbon emissions to 62 per cent below the 2015 baseline across our Australian campuses;
- > increasing the proportion of our research aligned to the UN Sustainable Development Goals (SDG) to no more than 40 per cent;
- > expanding student engagement with sustainability themes through our educational offerings;
- > increasing the proportion of women in senior academic roles; and
- > establishing an Indigenous Congress to provide structural recognition of Indigenous voices.

Each of these improvements, as well as other advances, are recorded in this report.

Monash's ESG commitments are central to who we are and reflect our determination to empower communities, support equity, diversity and inclusion and create sustainable outcomes. These commitments, evolving in line with community standards and global needs, are our enduring guide in delivering on our purpose – to realise social and technological transformation to meet the challenges of the age for the benefit of the aspiring communities and industries around us.

**Professor Sharon Pickering**

Vice-Chancellor and President  
Monash University

# STATEMENT BY ESG & ESTATES COMMITTEE

The members of the Monash University ESG & Estates Committee present this report on Monash University's advances across its environmental, social and governance (ESG) commitments during the year ended 31 December 2024.

## MEMBERS

The following persons were members of ESG & Estates Committee during the year of this report:

- > Ms Geraldine Johns-Putra, Deputy Chancellor and Chair
- > Mr Simon McKeon AO, Chancellor (until May 2024)
- > Dr Megan Clark AC, Chancellor (from July 2024)
- > Professor Sharon Pickering, Vice-Chancellor and President
- > Dr Cheryl Batagol PSM, ESG & Estates Committee Member
- > Ms Pitsa Binnion, Council Member
- > Professor Mel Dodd, Dean, Faculty of Art, Design & Architecture (from July 2024)
- > Ms Ishka De Silva, Council Member
- > Ms Jill Garner, Victorian Government Architect
- > Professor Shane Murray, Dean, Faculty of Art, Design & Architecture (until May 2024)
- > Associate Professor Tui McKeown, Council Member
- > Ms Jennifer Samms, Council Member
- > Professor John Thwaites AM, Chair, Monash Sustainable Development Institute

## MEMBERSHIP CHANGES DURING 2024

- > Professor Sharon Pickering was appointed to the Committee as Vice-Chancellor and President in January 2024
- > Mr Simon McKeon AO was a member from the beginning of the year until his resignation as Chancellor in May 2024
- > Professor Shane Murray was a member from the beginning of the year until May 2024
- > Dr Megan Clark AC was appointed to the Committee as Chancellor in July 2024
- > Professor Mel Dodd, Dean, Faculty of Art, Design & Architecture joined the Committee in July 2024 and continues in office at the date of this report
- > Ms Ishka De Silva was a member from the beginning of the year until the conclusion of her term as Student-elected Member of Council in November 2024
- > Associate Professor Tui McKeown was a member from the beginning of the year until the conclusion of her term as Staff-elected Member of Council in November 2024
- > In December 2024, University Council approved the appointment of Council members Mr Demitri Kaminis and Dr Gillian Sparkes AM to the ESG & Estates Committee, to commence from January 2025.

## MEETINGS OF MEMBERS

The meetings of the members of ESG & Estates Committee held during the year ended 31 December 2024, and meetings attended by each member are detailed in Table 1.1:

TABLE 1.1: ESG & ESTATES COMMITTEE MEETINGS, 2024

COMMITTEE MEMBER	MEETINGS AND DATES					
	1	2	3	4	5	SPECIAL*
Dr C Batagol PSM	✓	✓	✓	✓	✓	–
Ms P Binnion	✓	✓	✓	✓	–	✓
Dr M Clark AC	–	–	✓	–	✓	–
Ms I De Silva	✓	✓	✓	✓	✓	✓
Professor M Dodd	–	–	✓	✓	✓	✓
Ms J Garner	✓	✓	✓	✓	✓	–
Ms G Johns-Putra	✓	✓	✓	✓	✓	✓
Mr S McKeon AO	✓	✓	–	–	–	–
Assoc Professor Tui McKeown	✓	✓	✓	✓	✓	✓
Professor S Murray	–	✓	–	–	–	–
Professor S Penn AM	✓	✓	✓	–	–	✓
Professor S Pickering	✓	✓	✓	✓	✓	✓
Ms J Samms	✓	✓	✓	✓	✓	✓
Professor J Thwaites AM	✓	✓	✓	–	✓	✓

\*Special meeting: 23 October 2024.

## PRINCIPAL ACTIVITIES

Throughout 2024, in addition to discharging its responsibilities in planning and managing the University's estate, the Committee:

- > received and considered quarterly updates from management on the implementation of the nine priorities articulated in the ESG Statement 2021-2025;
- > oversaw the implementation of the University's commitment to the United Nations Sustainable Development Goals; and
- > endorsed for Council consideration, annual reports for publication on the University's progress in implementing the ESG Statement and the Sustainable Development Goals.

## SIGNIFICANT ACTIVITIES AND CHANGES IN STATE OF AFFAIRS

### Appointment of Vice-Chancellor and President Professor Sharon Pickering

Professor Sharon Pickering commenced as Monash University's tenth Vice-Chancellor and President in January 2024. The Committee welcomed the Vice-Chancellor at its first meeting of the year on 28 February 2024.

### Revision to Terms of Reference

At its second meeting on 22 May 2024, Committee members endorsed a proposal to revise the Terms of Reference to clarify the expanded role and scope of the Committee to include ESG matters (since 2022) and the responsibilities of Committee members, particularly with regard to how the business of the Committee aligns with those of the Audit & Risk Committee and the Resources & Finance Committee. The revised Terms of Reference were approved by University Council on 19 June 2024.

The ESG and Estates Committee Terms of Reference are provided in Appendix 1.

### Net Zero

In 2024, the University revised its program for achieving Net Zero across its Australian campuses.

To address natural gas consumption the University adjusted the target for full electrification to 2040. This was due to several factors, including the impact of COVID on capital plans, the complexity of retrofitting older gas infrastructure, and the associated disruption and costs.

However, the University also brought forward the target for 100 per cent of electricity used on campus to be sourced from renewables from 2030 to 2025. This would eliminate Scope 2 emissions for the University five years ahead of schedule.

The Committee endorsed communications regarding the changes to the University's Net Zero commitment at its fifth meeting on 31 October 2024.



# PREFACE

Monash University's *Environmental, Social and Governance Statement 2021-2025* identified nine priority areas for focus by the University relating to sustainability and responsible practise:

- > **Research**
- > **Teaching**
- > **Campus**
- > **Gender Equality**
- > **Aboriginal and Torres Strait Islander Peoples**
- > **Modern Slavery**
- > **Governance**
- > **Investment**
- > **Engagement**

An ESG Reporting Framework and indicators were developed to provide guidance in reporting the University's progress against each of these priority areas.

This 2024 ESG Report is the University's third comprehensive and aggregated annual report on its advances across the priority areas identified by the ESG Statement 2021-2025.

# SUMMARIES OF PERFORMANCE

## RESEARCH

The University will grow its leadership in social and environmental sustainability fields including research in clean and renewable energy, and improve how it captures, measures and reports discoveries that advance the UN Sustainable Development Goals.

### ESG COMMITMENTS

- > Clean energy transitions
- > Leveraging and reporting against the UN Sustainable Development Goals
- > Establishing a central portal of ESG-relevant research activity

### SUMMARY STATEMENT

Research outputs relating to clean and renewable energy improved by 14 per cent compared to the previous year, with 301 publications relating to SDG 7 (Affordable & Clean Energy) in 2024. More than 40 per cent of all Monash research outputs aligned with the UN Sustainable Development Goals during the year. While SDG 3 Good Health and Wellbeing continues to account for the overwhelming majority of SDG-related publications, there was growth of 50 per cent or more in research outputs relating to five other SDGs. Interdisciplinary and cross-faculty collaboration in SDG-aligned research also increased.

## TEACHING

The challenges of the age are environmental and social challenges. Monash students must be able to lead efforts to solve them. The University will respond to this demand by growing student engagement in learning opportunities in ESG themes. Monash will leverage the advantages provided by its international campuses, partnerships with other universities and its Indo-Pacific footprint for doing so.

### ESG COMMITMENTS

- > The Global Immersion Guarantee
- > Increasing New Colombo Plan cohorts
- > Growing ESG and SDG engagement
- > Compiling ESG and SDG teaching programs and activities

### SUMMARY STATEMENT

Participation in the Global Immersion Guarantee grew very strongly – increasing 45 per cent over the previous year – and the number of study locations available under the program expanded to nine. Notable recognition came through the program's win at the 2024 International Green Gown Awards for Diversity, Equity, and Inclusion. Monash University's broader sustainability education efforts reached over 51,000 students, and SDG-focused in-curriculum units were offered across all Monash faculties and institutes, showing a comprehensive institutional commitment to embedding sustainability education directly into formal curriculum.



## CAMPUS

The University will continue to transition towards net zero emissions and develop a Circular Economy Framework for its campus operations.

### ESG COMMITMENTS

- > Continue transition towards Net Zero
- > Establish a five-year circular economy plan
- > Eliminate single-use retail plastics
- > Implement a food organic waste program

### SUMMARY STATEMENT

Monash revised its program for achieving Net Zero across its Australian campuses, bringing forward its target for 100 per cent of electricity sourced from renewables to 2025, while extending the target for full electrification to 2040. The University continued to reduce its total energy use and energy intensity, while renewable energy sources provided 72 per cent of electricity and 39 per cent of total energy consumption. Australian campus emissions are now 62 per cent below the 2015 baseline, supported by infrastructure investments including a solar canopy and energy efficiency measures. Landfill diversion rates (excluding prescribed industrial waste) improved from 41 per cent to 44 per cent, with organic waste diversion nearly doubling to 27.5 tonnes through a new collection program implemented across food retailers and childcare centres.

## GENDER EQUALITY

The University will foster an inclusive organisational culture in which staff of all genders, and of diverse cultural backgrounds, faiths and heritages participate equally and are recognised equally at all levels, notably senior levels. The University will intensify focus to eliminate the systemic barriers to professional advancement in order to achieve parity in senior professorial, senior academic and senior professional roles, as well as salary parity across the University.

### ESG COMMITMENTS

- > Recognition, retention and career advancement
- > Improve HR and harassment policies consistent with modern best practices
- > Expand gender equality goals
- > Gender parity

### SUMMARY STATEMENT

Women maintained strong representation in staff promotions in 2024 and increased their presence in senior positions, including improvements in senior academic roles and STEMM disciplines. Monash released its Strategic Commitment to Gender-based Violence Prevention and Response 2024-2030 and launched a comprehensive Sexual Harm Prevention and Response Policy suite, supported by mandatory completion of the Respect at Monash online module by students and targeted training for staff and research students. Monash was also the first Group of Eight institution to receive all five SAGE Athena Swan Cygnet Awards, reflecting organisational maturity in addressing workplace equity barriers, while achieving a reduction in the median gender pay gap and maintaining strong progress on its Gender Equality Action Plan.

# SUMMARIES OF PERFORMANCE CONTINUED



## ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES

Through our teaching, research and community engagement, the University will continue to make a substantial and ongoing contribution to Indigenous advancement by fostering mutually-beneficial partnerships with Indigenous peoples and communities.

### ESG COMMITMENTS

- > Implement the Aboriginal and Torres Strait Islander Framework
- > Support Treaty conversations and the Yoorrook Justice Commission
- > Contribute to First Nations Voice to Parliament co-design process

### SUMMARY STATEMENT

Monash made significant progress in Indigenous engagement and representation throughout 2024, which included the appointment of its first Deputy Vice-Chancellor (Indigenous). Enrolments and academic success rates increased year on year. Indigenous staff representation also improved strongly, with academic roles growing by 49 per cent, while higher degree research enrolments reached 33 PhD students. Monash continued its commitment to Treaty processes through the Vice-Chancellor's appearance before the Yoorrook Justice Commission and established an Indigenous Congress to provide structural recognition of Indigenous voices at Monash. The University also established targeted recruitment programs and services to foster Indigenous student success, while maintaining mandatory cultural awareness training for all staff.

## MODERN SLAVERY

Monash University supports all efforts to eliminate modern slavery and is committed to delivering a robust, meaningful response to the Modern Slavery Act.

### ESG COMMITMENTS

- > Identify slavery risks in the supply chain
- > Implement program to manage risks
- > Establish a structure for oversight
- > Develop impact measures
- > Share research to inform efforts to eliminate modern slavery

### SUMMARY STATEMENT

In 2024 Monash onboarded 1375 new suppliers through its mandatory modern slavery assessment process. The University completed the fifth year of its rolling five-year continuous improvement program, achieving 100 per cent compliance across all key performance indicators, and improved transparency into 32 factories and mines within its product supply chains. All Monash procurement staff and new employees receive mandatory modern slavery training, supported by robust whistleblowing procedures and a governance structure overseen by the Modern Slavery Steering Committee.

## INVESTMENT

The University will continue to transition its investment portfolio towards carbon neutrality.

### ESG COMMITMENTS

- > Define the pathways to carbon neutrality across externally managed investments
- > Annual reporting on climate alignment of investments

### SUMMARY STATEMENT

The University continued its commitment to carbon neutrality across externally managed investments by 2050, achieving a 13.6 per cent improvement in its Weighted Average Carbon Intensity score. The Frontier Weighted Average ESG Rating improved from 4.37 to 4.54 stars, bringing 88 per cent of funds to 4-stars or better, supported by requirements for all fund managers to be UN Principles of Responsible Investing signatories. Work also continued on the University's investment policy renewal process to incorporate the development of a separate Sustainable Investment Statement to enhance ESG priorities, reporting requirements, and alignment with the University's strategic plan and responsible investing practices.

## ENGAGEMENT

Building a sustainable future is the most pressing challenge confronting communities globally. Governments and industry worldwide are searching for answers to help them meet this challenge. The University will mobilise governments, industry and communities to adopt sustainable practice.

### ESG COMMITMENTS

- > Monash Technology Precinct investment
- > Sustainability leadership in South East Melbourne
- > Foster Pacific engagement on sustainability

### SUMMARY STATEMENT

Monash strengthened its role as a catalyst for innovation and sustainability engagement with the opening of Monash Innovation Labs and the Moderna Technology Centre. The Net Zero Precincts project drove engagement with the South East Melbourne region, launching its first cycle of experiments to explore how communities can work and live sustainably and accelerate the transition to low carbon futures.

Monash hosted an array of programs to promote sustainable practice, social justice and good governance in the Pacific throughout 2024, including agreements through the Pacific Actions for Climate Transitions (PACT) research centre to support Nauru and Papua New Guinea to adapt to climate change and with Tertiary Scholarships and Loan Scheme in Fiji to co-fund Fijian PhD student enrolments in Australia. Monash also hosted the Australian debut of the World Health Summit Regional Meeting, which focused on the future of health in the Asia Pacific.

# AT A GLANCE IN 2024



**More than 40%** of research aligned with the UN Sustainable Development Goals



Global Immersion Guarantee participation increased **45%** year on year



Emissions from natural gas and electricity use were **62% below** the 2015 baseline



Monash was the first Group of Eight university's to receive **five SAGE Athena Swan Cygnet Awards**



Indigenous **student enrolments increased 15.5%** year on year



**1375 new suppliers onboarded**, compliant with relevant modern slavery requirements



**83% of managed funds** have an ESG rating of **four-stars or better**



**Hosted >1250 delegates** for the World Health Summit Regional Meeting on health in the Asia Pacific

# BACKGROUND



**The Environmental, Social and Governance (ESG) Statement 2021–2025** was published in 2021 to guide Monash in environmental, social and governance issues and strategies.

This was the University's second ESG Statement, building on commitments articulated in the inaugural ESG Statement (released 2016) and emphasising its further commitments in the following areas:

- > Strong links to and reporting under the United Nations Sustainable Development Goals (SDG)
- > Renewed focus and effort to lead progress on the social issues of gender equity and inclusion, advancing Aboriginal and Torres Strait Islander peoples and addressing modern slavery
- > Establishing a decarbonisation target for University investments
- > A 'deep immersion' approach to the inclusion of ESG into the teaching program
- > Continued academic leadership in ESG and sustainable development through research
- > Utilising engagement to mobilise communities, industry and support government initiatives to support ESG
- > A circular economy approach to campus operations and resource use.

## ESG PRIORITY AREAS

Nine priority areas are identified by the *ESG Statement 2021–2025*:

- 1. Research:** The University will grow its leadership in social and environmental sustainability fields including research in clean and renewable energy, and improve how it captures, measures and reports discoveries that advance the UN SDGs.
- 2. Teaching:** The challenges of the age are environmental and social challenges. Monash students must be able to lead efforts to solve them. The University will respond to this demand by growing student engagement in learning opportunities in ESG themes. Monash will leverage the advantages provided by its international campuses, partnerships with other universities and its Indo-Pacific footprint for doing so.
- 3. Campus:** The University will continue to transition towards net zero emissions and develop a Circular Economy Framework for its campus operations.
- 4. Gender Equality:** The University will foster an inclusive organisational culture in which staff of all genders, and of diverse cultural backgrounds, faiths and heritages participate equally and are recognised equally at all levels, notably senior levels. The University will intensify focus to eliminate the systemic barriers to professional advancement to achieve parity in senior professorial, senior academic and senior professional roles, as well as salary parity across the University.
- 5. Aboriginal and Torres Strait Islander Peoples:** Through our teaching, research and community engagement, the University will continue to make a substantial and ongoing contribution to Indigenous advancement by fostering mutually-beneficial partnerships with Indigenous peoples and communities.
- 6. Modern Slavery:** Monash University supports all efforts to eliminate modern slavery and is committed to delivering a robust, meaningful response to the Modern Slavery Act.
- 7. Governance:** The University will explore opportunities to improve its capture and reporting of environmental, social and governance advances.
- 8. Investment:** The University will continue to transition its investment portfolio towards carbon neutrality.
- 9. Engagement:** Building a sustainable future is the most pressing challenge confronting communities globally. Governments and industry worldwide are searching for answers to help them meet this challenge. The University will mobilise governments, industry, and communities to adopt sustainable practice.

For each of the nine ESG priority areas, key priorities were defined to help the University achieve its overall sustainability commitments as reflected in the ESG Statement.

The first comprehensive and aggregated annual report on the University's advances across these priority areas was released to the public on 26 July 2023.

# GOVERNANCE

A full overview of the governance of Monash University, including legislative requirements and statements of compliance, can be found in the 2024 Annual Report, which is available online.

A detailed breakdown of the overall governance and management structure for Monash University is provided in Appendix 2.

## ESG AND ESTATES COMMITTEE

Accountability for overseeing management of ESG commitments and SDG progress has been assigned to a Standing Committee of University Council. The ESG and Estates Committee was appointed by Council to assist Council in discharging its responsibilities in:

- > planning and managing the University's estate;
- > overseeing the implementation of the University's commitment to the United Nations Sustainable Development Goals; and
- > ensuring the University is meeting environmental, social and governance obligations relating to sustainability.

The Terms of Reference for the ESG and Estates Committee require that two members of the Committee must have expertise relevant to ESG and sustainability matters (see Table 1.2).

The complete ESG and Estates Committee Terms of Reference are provided in Appendix 1.

TABLE 1.2: ESG AND ESTATES COMMITTEE MEMBERS AND ATTENDEES

CLASS	CATEGORY / ROLE
Committee Member	The Chancellor (ex officio)
	The Vice-Chancellor & President (ex officio)
	At least two Council members
	Two University Professors, one with architecture expertise and the other with expertise relevant to ESG
	Two external members, one with architecture expertise and the other with expertise relevant to ESG
In attendance	Chief Operating Officer & Senior Vice-President
	Chief Financial Officer & Senior Vice-President
	University Architect
Secretary	Executive Director, Buildings and Property Division

## SENIOR EXECUTIVE OVERSIGHT

Monash University's Senior Executive is responsible for considering and endorsing key performance indicators, annual targets and ESG and SDG reports that are submitted to the ESG and Estates Committee.

Each of the nine ESG priority areas has an allocated University lead in the senior executive team to advance the University's focus on ESG at a senior level.

## ESG MANAGEMENT COMMITTEE

The ESG Management Committee (formerly ESG Steering Committee) provides additional oversight to implementation of commitments in the ESG Statement and progress against the SDGs.

Members of the ESG Management Committee are nominated by members of the Senior Executive to represent them and be accountable for their respective ESG priority areas at the Committee, including progress toward meeting ESG priorities and identifying emerging risks to achieving those priorities and proposed mitigation measures, as well as advancing progress against the SDGs.

In September 2024 University Council approved the expansion and repurposing of the ESG Management Committee to oversee control and direction of the development of the University's third ESG Statement. Membership of the Committee was also expanded to include representatives from the Provost, Deputy Vice-Chancellor (Student Experience) and Deputy Vice-Chancellor (International) portfolios.

FIGURE 1.2: ESG GOVERNANCE STRUCTURE



NOTE: A detailed breakdown of the overall governance and management structure for Monash University is provided in Appendix 2.

\* Due to its focus on global immersion, responsibility for the Teaching priority area moved to the new Student Experience Portfolio in 2024.





# ABOUT THIS REPORT

This is the third and final comprehensive and aggregated annual report on the University's advances across the priority areas set out in the ESG Statement 2021-2025.

Reporting on progress across the University's ESG priorities is guided by the ESG Reporting Framework, developed in consultation with the respective ESG priority lead offices to identify indicators that are relevant, objective, robust and measurable. In instances where ESG priorities are not quantifiable, qualitative measures have been utilised (e.g. in the form of case studies or project examples). These indicators form the basis for this 2024 ESG Report.

The previous annual ESG Report (2023) included an additional section featuring Monash University's first endeavour to capture and report on the impact of climate change and the transition to a low carbon economy on an institutional level. This report, as well as the 2022 ESG Report, remains available for reference online.

Future annual reporting on the University's institutional commitments to sustainable and responsible practice, including its climate commitments, will be guided by its next ESG Statement, which is expected to be announced in late 2025.

# RESEARCH

The University will grow its leadership in social and environmental sustainability fields including research in clean and renewable energy, and improve how it captures, measures and reports discoveries that advance the UN Sustainable Development Goals.

## ESG commitments

1. Clean energy transitions
2. Leveraging and reporting against the UN Sustainable Development Goals
3. Establishing a central portal of ESG-relevant research activity

## SUMMARY STATEMENT

Research relating to clean and renewable energy improved by 14 per cent compared to the previous year, with 301 publications relating to SDG 7 (Affordable & Clean Energy) in 2024. More than 40 per cent of all Monash research outputs aligned with the UN Sustainable Development Goals during the year. While SDG 3 Good Health and Wellbeing continues to account for the overwhelming majority of SDG-related publications, there was growth of 50 per cent or more in research outputs relating to five other SDGs. Interdisciplinary and cross-faculty collaboration in SDG-aligned research also increased.



# PRIORITY 1: Clean Energy Transitions

The University will continue to develop and refine its living plan for clean energy transitions to become the exemplar Australian university for energy innovation research and practice enabling a net zero future.

## NOTE ON MEASURING 2024 RESEARCH

Priorities 1 and 2 of Monash University's ESG commitments under the Research theme relate to the United Nations Sustainable Development Goals (SDGs).

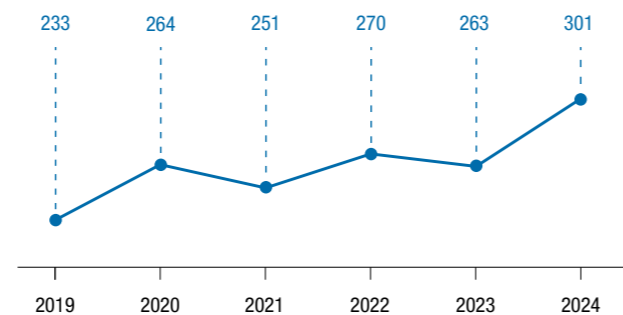
Monash tracks its research contributions to the SDGs using data on publication outputs from SciVal, a research intelligence platform that gathers publication and citation information from the Scopus database operated by academic publisher Elsevier.

SciVal completes its annual data updates every June for publications from the previous year. Therefore, when reports are generated prior to June, data for the most recent year is expected to be incomplete, with additional publications expected to be added.

This applies to all the publication metrics used in Priorities 1 and 2 of this annual report on Research priorities, including the total number of publications, the three-year Field Weighted Citation Impact, and the proportion of publications aligned with SDGs.

Monash University measures its research progress on clean energy transitions by published outputs relating to SDG 7 Affordable and Clean Energy. In 2024 Monash researchers published 301 outputs relating to SDG 7, spanning journal articles, conference proceedings and other publications. This was the highest number of SDG 7-related research publications ever recorded by Monash and a 14 per cent improvement compared to 2023.

FIGURE 2.1: RESEARCH PUBLICATIONS RELATING TO SDG 7: AFFORDABLE AND CLEAN ENERGY



As with previous years, the top research fields contributing to our SDG 7 performance in 2024 were Engineering, Chemical Sciences, Physical Sciences and Earth Science.

Research journal articles accounted for the overwhelming majority of scholarly outputs relating to clean and renewable energy. With additional publications to be added to the Scopus database through to June 2025, some further improvement in total publications relating to this indicator for 2024 may be anticipated.

TABLE 2.1: 2024 SDG7 RESEARCH OUTPUTS BREAKDOWN BY CATEGORY

CATEGORY	TOTAL
Journal article	250
Conference proceeding	7
Review	37
Other	7
<b>MONASH ANNUAL TOTAL PUBLICATIONS SDG 7 (AFFORDABLE &amp; CLEAN ENERGY)</b>	<b>301</b>

## CASE STUDY: ADVANCES IN BATTERY TECHNOLOGY

Researchers from the Monash Nanoscale Science and Engineering Lab and the ARC Research Hub for Advanced Manufacturing with 2D Materials have developed an ultra-fast charging lithium-sulfur (Li-S) battery. The novel Li-S batteries developed by the team were reported to be much lighter and doubled the energy density of conventional lithium-ion batteries, capable of powering long-haul electric vehicles, commercial drones, and electric aircraft. The research was published in *Advanced Energy Materials*.\*

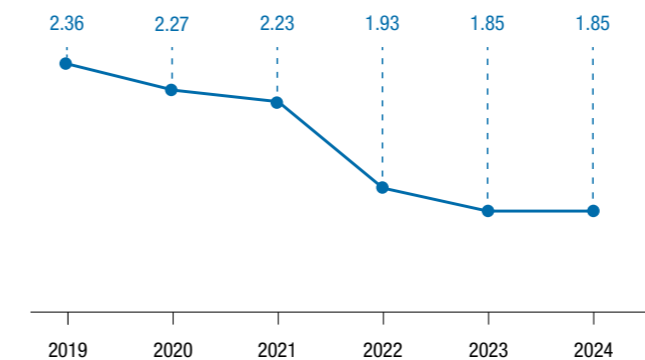
## FIELD-WEIGHTED CITATION IMPACT

Field-Weighted Citation Impact (FWCI) refers to the ratio of the actual number of citations received by a research output and the total citations expected based on the average of the subject field. A publication with an FWCI value of 1 can be interpreted as having 'world average impact'. An FWCI of more than 1 indicates higher than expected citations based on the global average for similar publications.

In 2024, the three-year rolling FWCI of Monash research publications relating to SDG 7 remained steady at 1.85. As this figure reflects citations accumulated over time, and given that 2024 publications have had limited time to accrue citations, the final FWCI score for 2024 may change.

This score suggests that the declining FWCI trend for SDG 7 – observed since the departure of key Monash Energy Institute researchers in 2018 (when FWCI peaked at 2.54) – may have reached its floor. Considered alongside the 14 per cent improvement in publication volumes, the result further indicates that research quality has been maintained while output has expanded considerably.

FIGURE 2.2: 3-YEAR ROLLING FWCI RELATING TO SDG 7



## CASE STUDY: 'SELF-HEALING' SOLAR CELLS

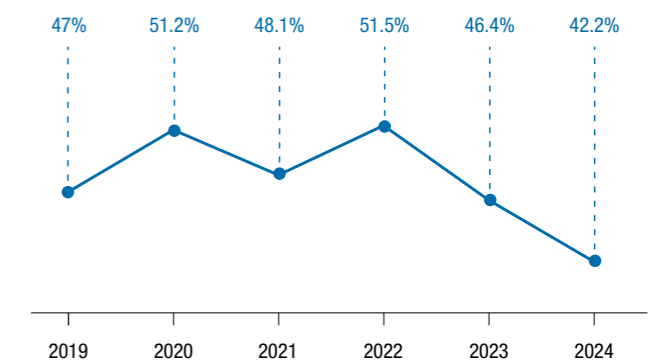
Researchers from Monash Engineering, the University of Oxford, and the City University of Hong Kong developed a novel strategy to improve the stability and performance of perovskite solar cells (PSCs). The study, published in *Nature* in June 2024, explored how using a hindered urea/thiocarbamate Lewis acid-base material (HUBLA) was capable of dynamically 'healing' the perovskite layer of PSCs when exposed to stressors such as moisture and heat. The findings could lead to the development of more reliable solar cells, contributing to the transition towards renewable energy.\*

## INTERDISCIPLINARY RESEARCH ON CLEAN ENERGY

Interdisciplinary research can be defined and measured in different ways. For the purposes of this analysis, interdisciplinary research is defined as research publications for which Scopus has assigned two or more All Science Journal Classification (ASJC) fields.

In 2024, 42.2 per cent of Monash research publications relating to clean and affordable energy qualified as interdisciplinary, a decline from the 2023 proportion of 46.4 per cent.

FIGURE 2.3: PROPORTION OF INTERDISCIPLINARY PUBLICATIONS RELATING TO SDG 7



Further examples of Monash research on SDG 7 Affordable and Clean Energy are provided in the 2024 SDG Report online.\*

\*<https://www.monash.edu/about/strategic-direction/sustainable-development/sdg-report-2024/monash-report-2024-goal-7>

# PRIORITY 2: Leveraging and reporting against the UN Sustainable Development Goals

By leveraging and reporting against the Sustainable Development Goals to frame advances in environmental and social transformation, the University will increase the significance of its research to the public and strengthen how it coordinates interdisciplinary collaboration across its diverse research profile.

## SDG REPORTING AT MONASH

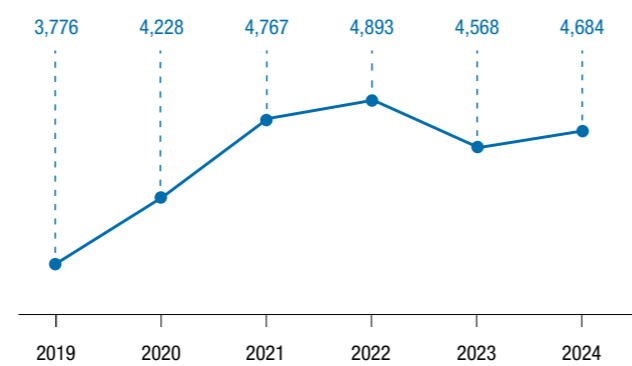
Monash reports annually on its activities to advance the UN SDGs. The 2024 Monash SDG Report can be viewed online and represents a comprehensive overview of the University's sustainability achievements, featuring 395 detailed summaries of 760 SDG-related activities selected from an initial dataset of 2000 Monash news articles published throughout 2024.\* Research is one of four key pillars by which SDG activities are categorised in the SDG Report (alongside Education, Engagement and Operations).

\* <https://www.monash.edu/about/strategic-direction/sustainable-development/sdg-report-2024>

Working with the Monash community to develop new models and capabilities to achieve the SDGs remains a key priority of the University's Research Implementation Plan 2022-25, with 2024 results demonstrating tangible progress toward these objectives.

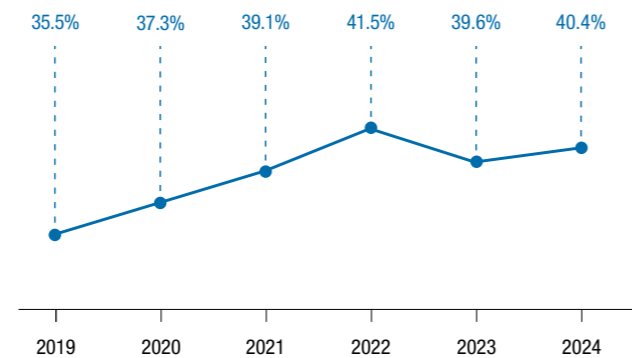
In total, 4684 research outputs relating to the SDGs were published in 2024, a minor improvement on results for the previous year.

FIGURE 2.4: RESEARCH PUBLICATIONS RELATED TO THE SDGS



Sustainability-related research also continues to comprise an increasing proportion of overall Monash research output. SDG-related publications represented 40.4 per cent of all Monash research publications in 2024, up from 39.6 per cent in 2023. The proportion of SDG-related research has increased approximately five percentage points from 2019 to 2024.

FIGURE 2.5: PROPORTION OF PUBLICATIONS RELATED TO THE SDGS



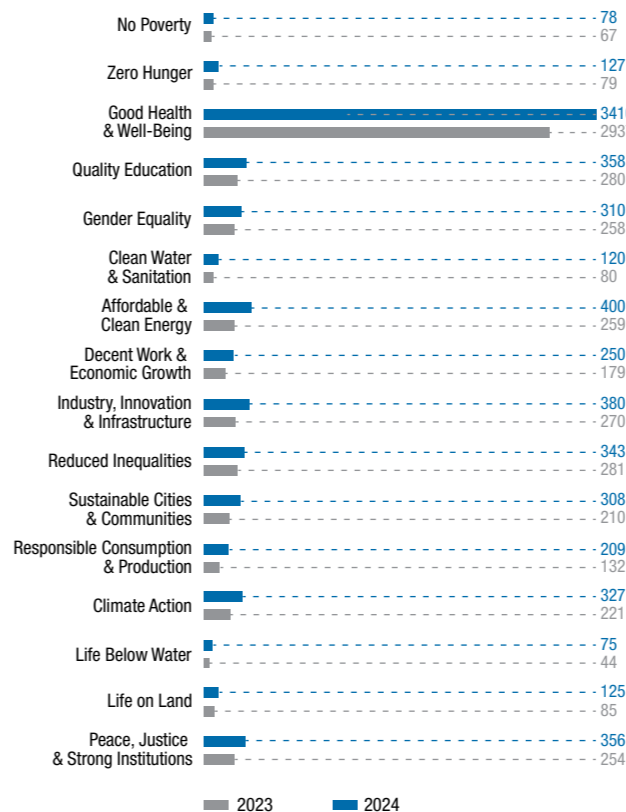
## EXPANDING THE SCOPE OF SDG RELATED RESEARCH

While research aligning with SDG 3 Good Health and Wellbeing continues to account for the overwhelming majority of SDG-related publications (comprising 47.5 per cent of all SDG outputs in 2024) Monash research increased across every SDG in 2024. The University recorded growth of 50 per cent or more in research relating to:

- > SDG 3 Zero Hunger – up by 48 publications (61 per cent)
- > SDG 6 Clean Water & Sanitation – up by 40 publications (50 per cent)
- > SDG 7 Affordable & Clean Energy – up by 141 publications (54 per cent)
- > SDG 12 Responsible Consumption & Production – up by 77 publications (58 per cent)
- > SDG 14 Life Below Water – up by 31 publications (71 per cent)

Overall, the University has significantly increased its research on environmental sustainability, climate resilience and resource management challenges, reflecting both global research priorities and the University's commitment to addressing urgent planetary health issues.

FIGURE 2.6: SDG ALIGNED RESEARCH OUTPUTS, 2023 V 2024

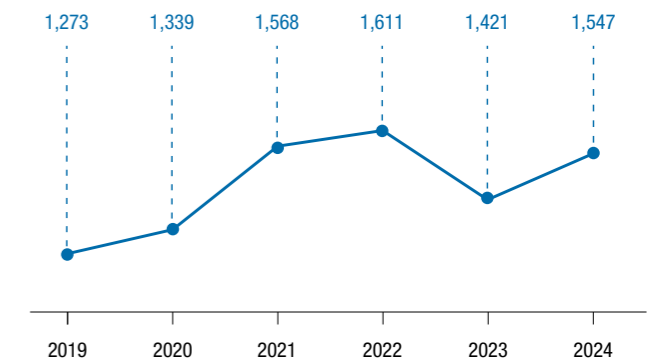


NOTE: Outputs for SDG 17: Partnerships for the Goals, are not provided by the Scopus database so data for this SDG is not available.

## INTERDISCIPLINARY SDG-RELATED RESEARCH

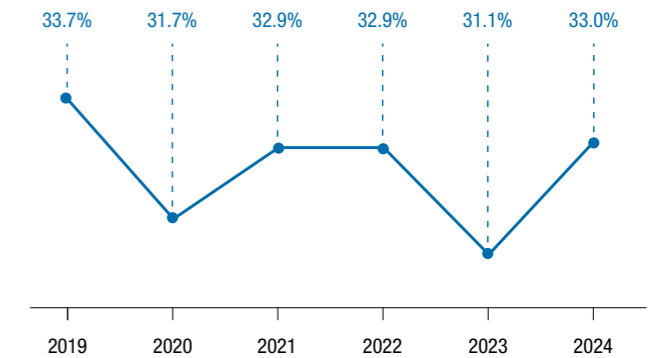
Collaborative research approaches are becoming more embedded in the University's sustainability research culture. Monash researchers published a total of 1547 interdisciplinary publications (defined as outputs for which Scopus has assigned two or more ASJC fields) relating to the SDGs in 2024, a nine per cent increase from 2023.

FIGURE 2.7: INTERDISCIPLINARY PUBLICATIONS RELATED TO THE SDGS



Interdisciplinary research comprises approximately one-third of Monash sustainability-related research outputs.

FIGURE 2.8: PROPORTION OF SDG RELATED PUBLICATIONS THAT ARE INTERDISCIPLINARY

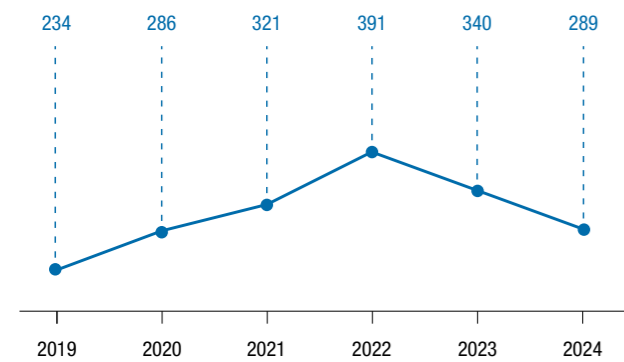


### CROSS-FACULTY INTERDISCIPLINARY RESEARCH

In addition to quantifying research outputs for which Scopus has assigned two or more ASJC fields, Monash also tracks the proportion of SDG related publications that have multiple Monash co-authors located across separate faculties. The scope of relevant research outputs remains necessarily smaller using this method.

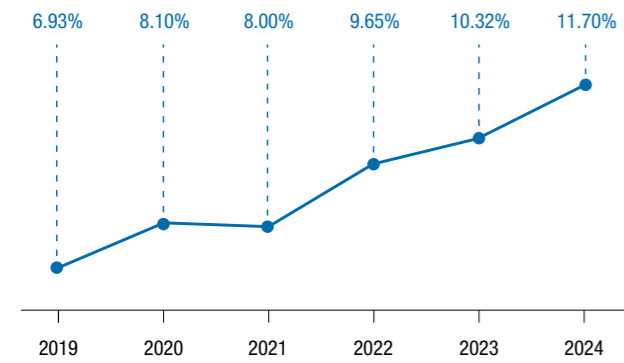
Cross-faculty collaboration in SDG-related research shows mixed results for 2024. While the absolute number of cross-faculty publications dropped considerably (289 down from 340 in 2023), the proportion of cross-faculty interdisciplinary SDG-related publications has continued to increase, reaching a new high of 11.7 per cent, up from 10.3 per cent in 2023.

FIGURE 2.9: CROSS-FACULTY PUBLICATIONS RELATED TO THE SDGS



There has been a consistent upward trajectory in the proportion of cross-faculty publications over the five-year period from 2019 to 2024 (from 6.9 per cent to 11.7 per cent).

FIGURE 2.10: PROPORTION OF CROSS-FACULTY PUBLICATIONS RELATED TO THE SDGS



## PRIORITY 3: Establishing a central portal of ESG-relevant research activity

**Monash will establish as a priority a central portal or digest of ESG-relevant research activity being conducted across all its faculties and affiliated bodies, to be made available to the Monash community. The University will ensure all of its external departments, centres and affiliates are included in the capture of this information.**

As noted in previous annual ESG reporting, successful roll out of SDG auto-tagging in Pure, the University's research management system, marked the completion of a central portal for information on sustainability relevant research activity across Monash. This portal is available via the external facing portal: [research.monash.edu](https://research.monash.edu)



# TEACHING

The challenges of the age are environmental and social challenges. Monash students must be able to lead efforts to solve them. The University will respond to this demand by growing student engagement in learning opportunities in ESG themes. Monash will leverage the advantages provided by its international campuses, partnerships with other universities and its Indo-Pacific footprint for doing so.

## ESG commitments

1. The Global Immersion Guarantee
2. Increasing New Colombo Plan cohorts
3. Growing ESG and SDG engagement
4. Compiling ESG and SDG teaching programs and activities

## SUMMARY STATEMENT

Participation in the Global Immersion Guarantee grew very strongly – increasing 45 per cent over the previous year – and the number of study locations available under the program expanded to 10. Notable recognition came through the program's win at the 2024 International Green Gown Awards for Diversity, Equity, and Inclusion. Monash University's broader sustainability education efforts reached over 51,000 students, and SDG-focused in-curriculum units were offered across all Monash faculties and institutes, showing a comprehensive institutional commitment to embedding sustainability education directly into formal curriculum.

# PRIORITY 1: Global Immersion Guarantee

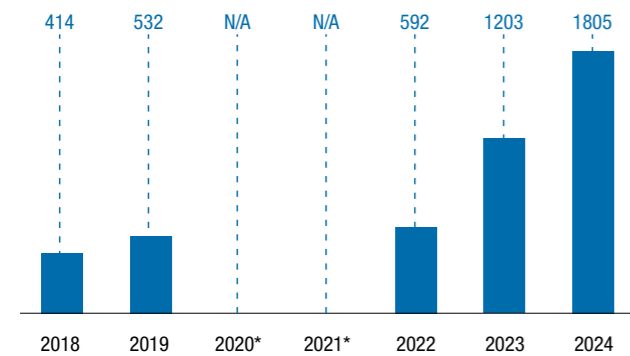
**Monash will commit to the extension of the Global Immersion Guarantee as an elective for first-year students enrolled in undergraduate degrees.**

The Global Immersion Guarantee (GIG) is a funded international study experience designed to foster cultural competency and global mindedness in undergraduate students by engaging them in structured global and cultural immersion experiences that explore the interconnections among environmental challenges, societal dynamics and technological innovations. Students engage with local partners and communities at one of 10 global locations to better understand the complexity and opportunities associated with implementing sustainable and innovative solutions to some of the most significant global challenges.

**NOTE: Constraints on the elective space available for some degrees prevent the University from extending the Global Immersion Guarantee as an elective for all undergraduate students.**

Participation in the GIG program was the strongest on record in 2024. In total, 1805 students took part in the program, a 50 per cent increase on the 1203 students who participated in 2023.

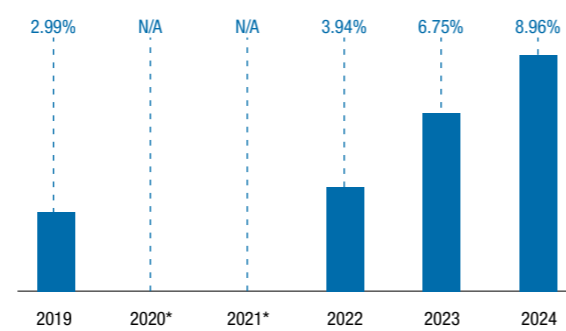
**FIGURE 3.1: FIRST-YEAR UNDERGRADUATE STUDENT COMPLETIONS IN GLOBAL IMMERSION GUARANTEE**



## EXPANDING THE GIG PROGRAM

Approximately nine per cent of first-year students participated in the GIG in 2024. Participation in the program has improved greatly since its return following the COVID-19 disruptions.

**FIGURE 3.2: FIRST-YEAR UNDERGRADUATE STUDENT PARTICIPATION RATE IN GIG**



The proportion of undergraduate courses offering access to GIG remains steady at two-thirds (65.3 per cent). While Monash continues to explore opportunities to expand the number of undergraduate degrees offering access to the program, constraints remain on the University's ability to accommodate the GIG elective unit in some disciplines. This particularly applies to many health disciplines (e.g. Pharmacy, Nursing and Paramedicine) and Engineering, where the curriculum is governed by professional accreditation bodies.

\* The GIG program was paused for the 2020-21 period due to the COVID-19 pandemic.

## EXPANSION OF PROGRAM LOCATIONS

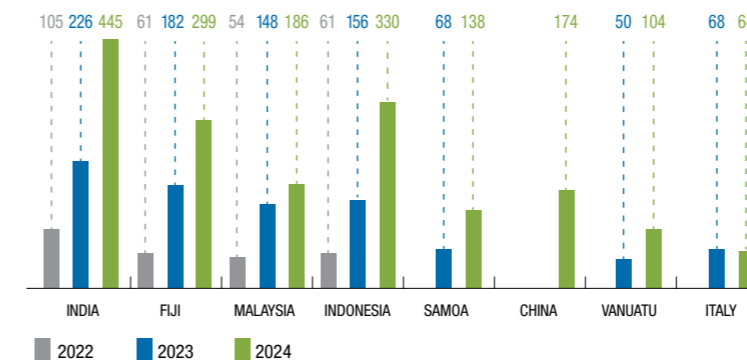
The number of study locations available under GIG expanded to 10 with China's entry as a destination from 2024. 174 Monash students visited Shanghai to study challenges associated with air and water pollution and mass urbanisation.

India was the most visited destination, hosting a total of 445 students across two cities (Delhi and Mumbai) on matters relating to urbanisation, climate change and renewable energy, AI and gender equity. Fiji was also highly visited with 299 students engaging in challenges relating to eco-tourism and conservation. The program also saw substantial growth in Delhi (expanding from 98 to 246 students) and Malaysia (growing from 148 to 186 students).

**TABLE 3.1: GLOBAL IMMERSION GUARANTEE PARTICIPATION BY LOCATION (2024)**

LOCATION	THEMES OF STUDY	STUDENTS
Shanghai, China	> Air and water pollution > Mass urbanisation	174
Delhi, India	> Mass urbanisation > Climate change and gender equity > Renewable energy	246
Suva, Fiji	> Conservation > Eco-tourism	299
Jakarta, Indonesia	> Mass urbanisation > Energy Security	171
Yogyakarta, Indonesia	> Rural and Urban development > Energy security	159
Prato, Italy	> Rural and Urban development > Energy security > Mass urbanisation > Waste Management	64
Kuala Lumpur, Malaysia	> Food security and agriculture	186
Mumbai, India	> AI and sustainability > Smart cities	199
Apia, Samoa	> Climate resilience > Gender equality	138
Vanuatu	> Over tourism > Sustainable fashion	104

**FIGURE 3.3: GLOBAL IMMERSION GUARANTEE PARTICIPATION BY LOCATION (2022-2024)**



## CASE STUDY: GIG RECOGNISED AT 2024 GREEN GOWN AWARDS

The International Green Gown Awards is an international program supported by the UN Environment Programme to recognise exceptional sustainability initiatives by universities, higher and further education providers. The Awards are considered prestigious recognition of sustainability best practice. The Monash Global Immersion Guarantee Program was recognised at the 2024 Green Gown Awards, winning the Diversity, Equity, and Inclusion category for helping students from diverse and underrepresented backgrounds to have equitable access to international experiences and fostering a more inclusive and globally aware student body. As a regional winner, the GIG Program is now a finalist for the 2025 International Green Gown Awards.





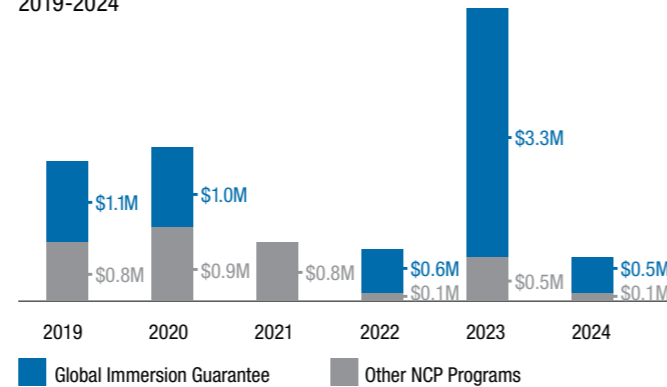
## PRIORITY 2: Increase New Colombo Plan cohorts

Monash will engage with the Australian Government to expand funding under the New Colombo Plan to include broader cohorts where possible, in particular the Pacific region.

The New Colombo Plan (NCP) is an Australian Government program that provides funding to help undergraduate students build Indo-Pacific expertise through study and internship opportunities across the region.

Monash experienced an 85 per cent reduction in NCP funding, from \$3.9 million in 2023 to \$650,000 in 2024. The Australian Government was supportive only of NCP funding requests for specific Indo-Pacific locations as part of this funding round. Accordingly, the Samoa and Vanuatu GIG locations received NCP funding, but bids for funding with respect to established GIG locations were not successful.

FIGURE 3.4: NEW COLOMBO PLAN FUNDING ALLOCATIONS, 2019-2024



In mid-2024 the Australian Government announced significant changes to the New Colombo Plan (NCP) Funding Guidelines, which increased the minimum duration of NCP funded short term mobility programs to four weeks. As the Global Immersion Guarantee is a two week program, this change made the GIG ineligible for new NCP funding.

Since the changes to the NCP Funding Guidelines were announced, the University has engaged in direct communications and meetings with the Australian Government and the NCP Expert Advisory Group, as well as presenting a formal written submission setting out an alternative model for NCP to better meet its program objectives. This advocacy is ongoing and the University is working to manage the risks associated with a reduction in NCP funding.

## PRIORITY 3: Increase ESG and SDG engagement

The University will commit to the extension of ESG and SDG awareness and engagement across all degrees.

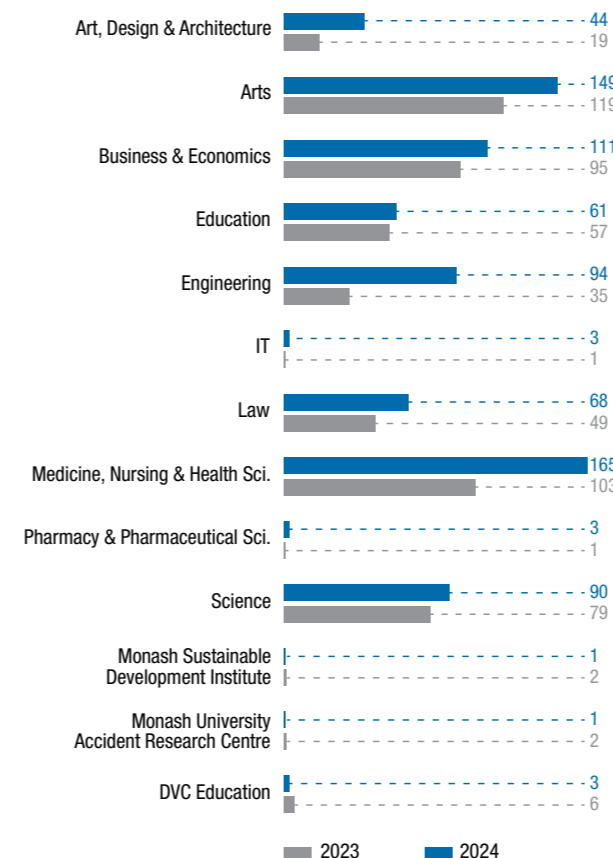
All Monash students are able to access curricular, co-curricular and extra-curricular programs that foster engagement in sustainability matters, from foundational units to action-focused course capstones, as well as cross-faculty interdisciplinary offerings.

Throughout 2024 the University recorded significant progress in encouraging student participation in these programs.

### IN-CURRICULUM RICH EXPERIENCES

More than 51,000 individual students completed a unit relating to an SDG in 2024. Sustainability related in-curriculum units were offered across all Monash faculties and institutes, showing a comprehensive institutional commitment to embedding sustainability education directly into formal curriculum.

FIGURE 3.5: IN-CURRICULUM RICH EXPERIENCES (UNITS) RELATED TO THE SDGS



NOTE: Only units that specifically address the SDGs are reported, excluding units that may contribute towards the SDGs in a general sense (as, for example, MNHS and P&PS units all broadly contribute to SDG 3 Good Health and Wellbeing, etc.)

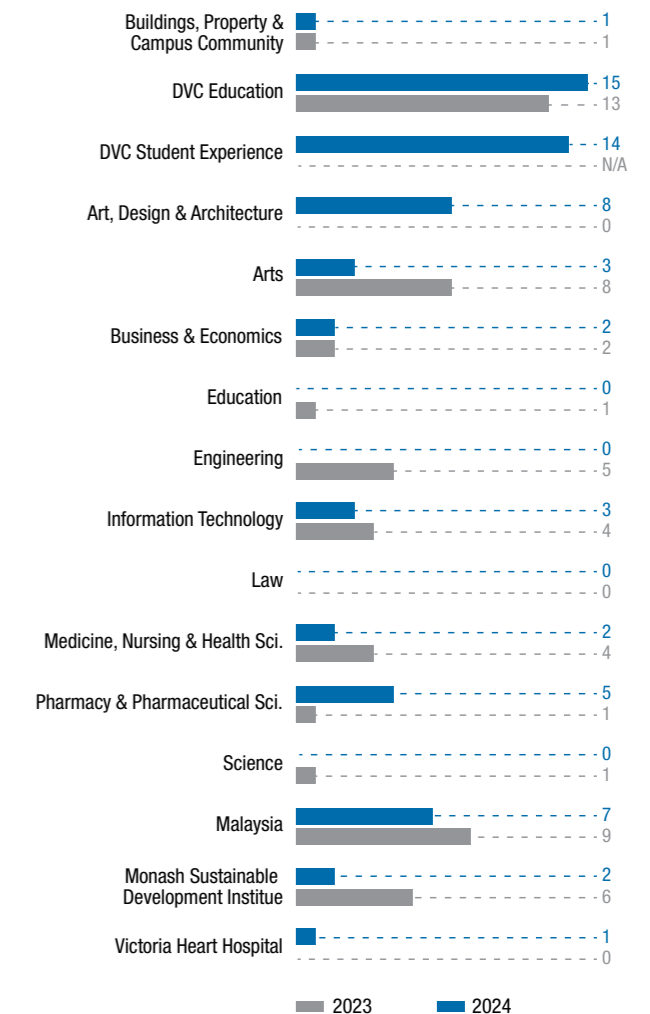
### CASE STUDY: CLIMATE DISASTER RESPONSE: THE GAME

Monash Rural Health in Gippsland educators developed a board game to help first-year medical students engage more in healthcare issues related to a changing climate. The game simulates scenarios where students act as junior doctors in rural or remote communities during high-impact climate events, such as heatwaves and floods. This initiative aims to prepare future health professionals to address the health impacts of climate change, a priority highlighted by the WHO-Civil Society Working Group.

### EXTRA-CURRICULAR RICH EXPERIENCES

A total of 47,095 students are estimated to have participated in extracurricular rich experiences related to SDGs in 2024. Extracurricular rich experiences are defined simply as optional activities and programs outside the formal academic curriculum. Accordingly, many of these activities were hosted outside the academic faculties.

FIGURE 3.6: EXTRA-CURRICULAR RICH EXPERIENCES RELATED TO THE SDGS



# PRIORITY 4: Compiling and publishing ESG teaching programs and activities

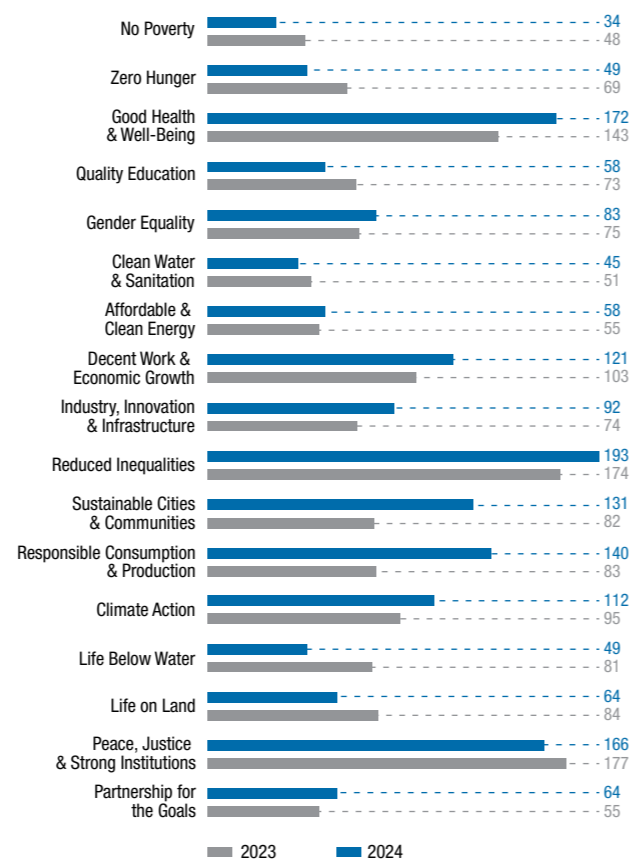
Monash will compile and publish annually its ESG teaching programs and activities to be available both internally and externally on the University website.

Monash continues to publicise its sustainability related offerings through Monash Enrich (enrich.monash.edu), a curated online portal for students, which hosts information on curricular and extra-curricular rich experiences available to students beyond their academic courses of study.

Monash Enrich attracted more than 32,000 pageviews during 2024, with visitors to the site spending an average of two minutes per visit. Information relating to the Monash Innovation Guarantee, Global Immersion Guarantee and volunteering opportunities were among the most visited pages on the site.

In total, Monash offered 793 units that addressed at least one SDG in 2024 – a significant improvement on the 568 units offered in the previous year.

FIGURE 3.7: EDUCATIONAL OFFERINGS ALIGNING WITH THE SUSTAINABLE DEVELOPMENT GOALS (2023-2024)





# CAMPUS

The University will continue to transition towards net zero emissions and develop a Circular Economy Framework for its campus operations.

## ESG commitments

1. Continue transition towards Net Zero
2. Establish a five-year circular economy plan
3. Eliminate single-use retail plastics
4. Implement a food organic waste program

## SUMMARY STATEMENT

Monash revised its program for achieving Net Zero across its Australian campuses, bringing forward its target for 100 per cent of electricity sourced from renewables to 2025, while extending the target for full electrification to 2040. The University continued to reduce its total energy use and energy intensity, while renewable energy sources provided 72 per cent of electricity and 39 per cent of total energy consumption. Campus emissions are now 62 per cent below the 2015 baseline, supported by infrastructure investments including a solar canopy and energy efficiency measures. Landfill diversion rates (excluding prescribed industrial waste) improved from 41 per cent to 44 per cent, with organic waste diversion nearly doubling to 27.5 tonnes through a new collection program implemented across food retailers and childcare centres.

# PRIORITY 1: Net Zero

The University will continue to transition towards net zero emissions.

## UPDATE ON OUR NET ZERO BY 2030 COMMITMENT

Monash is committed to achieving net zero emissions across its Australian campuses. The University is doing so by sourcing its electricity from zero-emissions renewables, replacing legacy gas boilers with electric heat pumps and using high-integrity carbon offsets for residual emissions.

In December 2024, Monash University revised its Net Zero program by:

- > bringing forward the target for 100 per cent renewable electricity from 2030 to 2025; and
- > adjusting the full campus electrification target from 2030 to 2040, while ensuring all residual Scope 1 emissions from gas and water heating are counterbalanced with high-integrity offsets (from 2030 onwards).

In 2024, Monash undertook the following activities to advance its Net Zero commitments:

- > Introduced the Flight Emissions Offset Program, which utilises high quality carbon offsets to mitigate business-related travel emissions, integrates offset costs into grant applications, provides guidance on low carbon travel and supports research into zero emissions aviation fuel. The program is underpinned by an Integrity Principles for Carbon Offsetting Framework to ensure best practice and transparency.
- > Installed a 722-kilowatt DC solar canopy on the N1 car park at Clayton campus.
- > Added 48 electric vehicle charging bays across the Clayton, Caulfield and Peninsula campuses, creating Australia's most comprehensive university charging network.
- > Continued replacing legacy gas-fired hot water systems with electric heat pumps.
- > Delivered two successful Beyond Net Zero Buildings masterclasses with the Green Building Council of Australia, drawing professionals from across the built environment and tertiary sectors.

## ABOUT THE DATA USED IN THIS REPORT

Under the National Greenhouse and Energy Reporting (NGER) Act 2007, Monash University is required to report its greenhouse gas emissions, energy use and energy production annually (October) to the Clean Energy Regulator. In line with Section 19 audit guidance under the NGER framework, Monash voluntarily engages an independent, registered NGER auditor to provide limited assurance over its NGER submission each year.

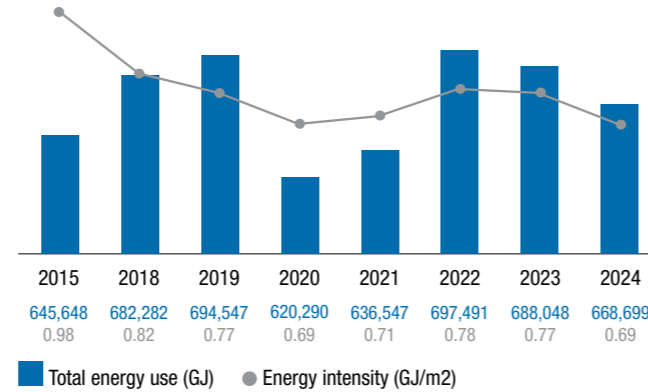
The energy and emissions data presented in this report is drawn from the dataset used to prepare the University's annual NGER submission. Data reported for Priority 1 covers only Monash University's four main Australian campuses — Caulfield, Clayton, Parkville and Peninsula — which form the narrower boundary applied under the University's Net Zero Initiative. A full breakdown of energy use and emissions across all facilities under the University's operational control is provided in Appendix 3.

## MEASURING ENERGY USE

**NOTE:** Energy use reported in this section relates to Monash University's traditional campuses at Caulfield, Clayton, Parkville and Peninsula (the Net Zero boundary).

Monash further improved the efficiency of its built environment in 2024. Total energy use was 668,699 GJ, 2.8 per cent lower than 2023. Energy intensity (GJ/m<sup>2</sup>) also decreased by 2.8 per cent and is now 29.6 per cent below the 2015 baseline, reaching 0.69 GJ/m<sup>2</sup>.

FIGURE 4.1: TOTAL ENERGY (GJ) AND ENERGY INTENSITY (GJ/M<sup>2</sup>), 2015-2024



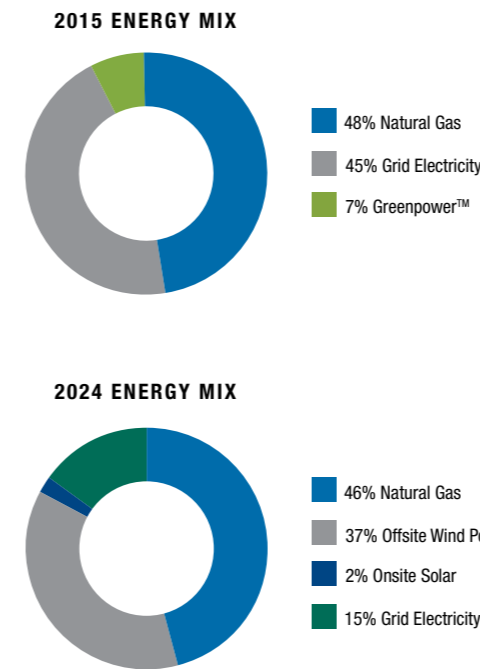
## SOURCES OF CAMPUS ENERGY USE

Energy use at our Australian campuses is sourced from natural gas and electricity. Natural gas, which is used for heating and hot water in older buildings, is not renewable. Most electricity is obtained from renewable sources and this proportion is growing year on year at Monash. Solar and wind energy generated 72 per cent of the University's electricity use in 2024 (compared to 67 per cent in 2023) and 39 per cent of total energy use (gas and electricity) (compared to 34 per cent in 2023). The University's target is for 100 per cent renewable electricity from 2025.

Renewable electricity used by Monash is primarily sourced off-site through a power purchase agreement with the Murra Warra Wind Farm, with a small proportion generated onsite by rooftop solar photovoltaic (PV) systems across the University's four Australian campuses.

The Murra Warra Wind Farm power purchase agreement provided 250,560 GJ of clean energy, while PV systems generated 12,852 GJ of clean energy.

FIGURE 4.2: ENERGY MIX 2015 V 2024



Natural gas accounted for 46 per cent of total energy use and will continue to decline as Monash replaces legacy gas-fired hot water and heating systems.

**NOTE:** A detailed breakdown of energy use under the University's operational control, including other Monash locations in Australia, is provided in Appendix 3.

## MEASURING ENERGY EMISSIONS

**NOTE:** Emissions here reflect campus operations at Caulfield, Clayton, Parkville and Peninsula (the Net Zero boundary).

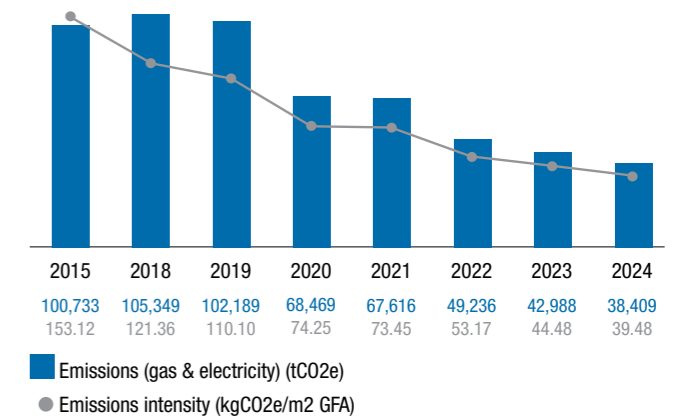
## CARBON DIOXIDE EQUIVALENT (CO<sub>2</sub>e)

Carbon dioxide constitutes the overwhelming majority of greenhouse gases identified as reportable by the Greenhouse Gas Protocol. In carbon accounting, all greenhouse gases are expressed as carbon dioxide-equivalents (CO<sub>2</sub>e). This unit, typically measured in tonnes (tCO<sub>2</sub>e), allows for easy comparisons across different years and operations.

At 38,409 tCO<sub>2</sub>e, total greenhouse gas emissions from natural gas (Scope 1) and electricity (Scope 2) in 2024 were 10.7 per cent lower than emissions from 2023 and 61.9 per cent below the 2015 baseline. The intensity of Monash carbon emissions (measured as kgCO<sub>2</sub>e per square metre) reduced 11.2 per cent year on year to 39.48 kgCO<sub>2</sub>e/m<sup>2</sup>. Emissions intensity is now less than one quarter of the 2015 baseline, demonstrating substantial progress in decoupling campus operations from carbon emissions.

**NOTE:** To avoid a skewed result, pre-2024 intensity figures have been revised from previous reporting to reflect a methodological change in the calculation of Gross Floor Area (GFA). The overall trendline in energy and emissions reductions remains the same as previously reported.

FIGURE 4.3: SCOPE 1 & 2 CARBON EMISSIONS AND EMISSIONS INTENSITY 2015-2024



**Note:** A detailed breakdown of emissions under the University's operational control, including other Monash locations, is provided in Appendix 3.

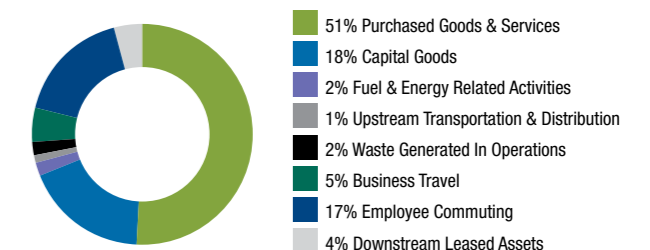
## OTHER GREENHOUSE GAS EMISSIONS

The Greenhouse Gas (GHG) Protocol, an internationally recognised framework for carbon accounting, classifies emissions into three categories: Scope 1, 2, and 3.

- > **Scope 1:** On-site emissions from gas and fuel combustion, and the use of refrigerants. At Monash, most Scope 1 emissions come from heating and hot water systems using natural gas.
- > **Scope 2:** Indirect emissions from the generation of imported electricity (grid electricity).
- > **Scope 3:** Indirect emissions from the value chain. Monash currently calculates Scope 3 emissions, but only flight-related emissions have targets under the Net Zero Initiative.

Scope 3 emissions from the value chain accounted for 87.8 per cent of Monash University's total emissions in 2024, with Scope 1 emissions representing 7.1 per cent and Scope 2 emissions 5.1 per cent. The primary drivers of Scope 3 emissions for Monash remain purchased goods and services, commuting and travel.

FIGURE 4.4: SCOPE 3 EMISSIONS BY CATEGORY, 2024



**NOTE:** Consistent with the GHG Protocol Corporate Value Chain (Scope 3) Standard, Monash assesses all fifteen Scope 3 categories for relevance and materiality. Scope 3 Categories 8-12 are downstream categories excluded from reporting on the basis that Monash does not sell products at scale, has limited influence, or the categories are demonstrably immaterial to the University's footprint.

# PRIORITY 2: Circular Economy Plan

Establish a five-year circular economy plan to minimise waste to landfill and transition from commingled recycling to “close the loop” on valuable materials through better business practices and infrastructure investment.

Monash University’s Circular Economy Framework sets out the University’s pathway to minimise waste to landfill and transition from commingled recycling to close the loop on valuable materials through better business practices and infrastructure investment.

The Framework is articulated around five pillars:

- > Waste transformation;
- > Regenerating nature;
- > Building circularity;
- > Responsible procurement; and
- > Net zero transport.

Each pillar is underpinned by defined targets that will be attained through a series of initiatives spanning the five-year roadmap.

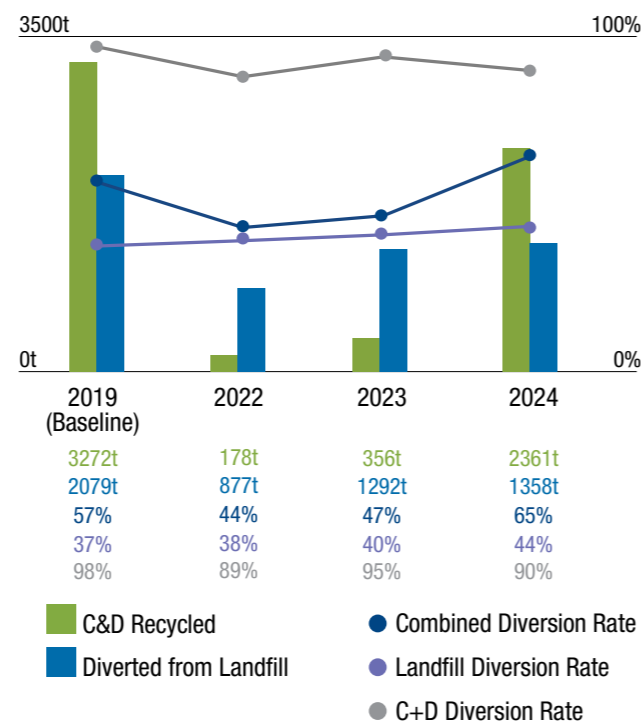
The Circular Economy Framework was launched in June 2024 at a hybrid event attended by 250 staff, students and industry professionals. Subsequently it was presented to an international audience at the 2024 Tertiary Education Facilities Management Association Conference.

The implementation of targeted initiatives under each pillar has begun to show measurable progress, with enhanced monitoring and reporting systems providing improved data quality and granularity for tracking performance against established targets. In particular:

- > Waste per person reduced by 15 per cent and is on track with the 2028 target;
- > Waste diversion – the process of diverting waste from landfill through recycling and other activities – improved from 41 per cent to 44 per cent (excluding prescribed industrial waste);
- > Diversion of construction and demolition (C&D) waste from landfill continues to achieve best practice at or above 90 per cent per annum.

A full breakdown of the University’s performance against its Circular Economy Framework targets is provided in Appendix 3.

FIGURE 4.5: WASTE DIVERSION RATES, 2019-2024



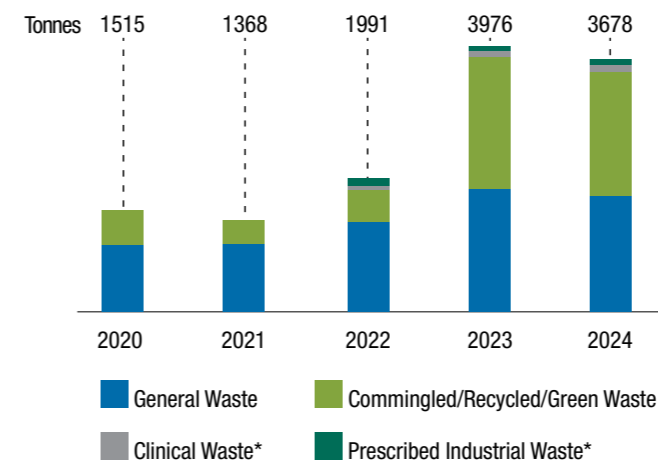
## MEASURING WASTE GENERATION ON MONASH CAMPUSES

Monash generated 3678 tonnes of waste in 2024, with 1733 tonnes sent to landfill and 1946 tonnes diverted from landfill, achieving a 53 per cent recycling rate. Excluding the 588 tonnes of prescribed industrial waste (PIW) the landfill diversion rate was 44 per cent, compared to 41 per cent in 2023.

As noted in previous reporting, the increase in waste generation since 2023 follows the return of staff and students to campus following the COVID-19 pandemic, as well as improvements in waste data collection due to the appointment of a new waste contractor.

Improved monitoring systems established in 2023 continue to provide enhanced visibility into waste streams. Recycled waste included commingle (six per cent), paper and cardboard (10 per cent), organics and green waste (eight per cent), e-waste (two per cent), metal (three per cent), reused furniture (one per cent) and grease trap waste (15 per cent).

FIGURE 4.6 WASTE GENERATED BY CATEGORY, 2020-2024



\*Metrics for Clinical Waste and Prescribed Industrial Waste categories (which combined account for approximately five per cent of the University’s total waste generated) are not available for years prior to 2022.

A detailed breakdown of waste streams by category is provided in Appendix 3.

# PRIORITY 3: Eliminate Single-Use Retail Plastics

Eliminate single-use retail plastics across Australian campuses by 2023.

## SECTION 465 OF THE ENVIRONMENT PROTECTION ACT 2017

As noted in previous annual ESG reporting, regulations under section 465 of the Environment Protection Act 2017 banned the sale or supply in Victoria of single-use plastic drinking straws, cutlery, plates, drink stirrers, cotton bud sticks, expanded polystyrene food service items and drink containers.

While retailers at our Australian campuses have been required to comply with Victorian single-use plastic regulations since February 2023, single-use food and beverage containers remain a significant waste stream as well as a major source of contamination in commingle recycling bins. The University is exploring further opportunities to reduce the volume of single-use plastic waste on campus.

## CASE STUDY: TASTE THE CHANGE

In August 2024 Monash University Malaysia launched a new program to replace single-use plastics on campus with completely biodegradable plastic straws and utensils. The Taste the Change initiative helps to address Malaysia’s significant plastic waste problem and ocean pollution, positioning Monash as a leader in sustainability and environmental responsibility.

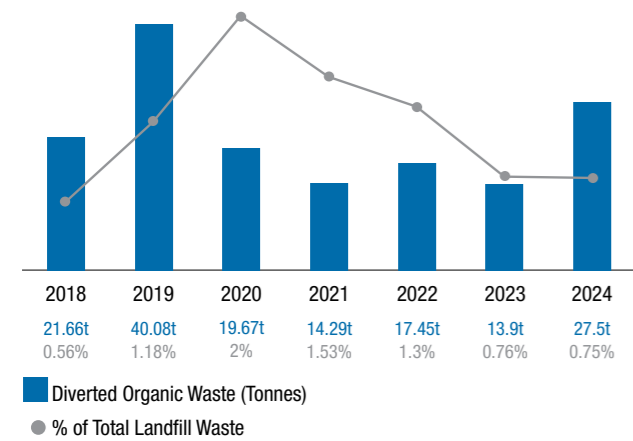


# PRIORITY 4: Food Organic Waste Program

## Implement a food organic waste program to divert organic waste from landfill.

27.5 tonnes of organic waste generated across the Australian campuses was diverted from landfill in 2024, nearly double the 13.9 tonnes diverted in 2023. Organic waste makes up 0.75 per cent of total landfill waste.

FIGURE 4.7: TONNES OF ORGANIC WASTE DIVERTED FROM LANDFILL, 2018-2024



## NEW ORGANIC WASTE COLLECTION PROGRAM

Monash launched a new organic waste collection program in July 2024, beginning with campus food retailers and childcare centres, as waste audits identified them as major sources of food waste. Waste management infrastructure was installed to support the rollout and waste and cleaning contractors were engaged to establish safe and efficient collection processes. As part of the program, Monash provided tailored education sessions and clear signage to help retailers and childcare centres correctly dispose of organic waste and minimise contamination.

By December 2024 the initiative had been implemented at 34 food retail outlets and two childcare centres at the Clayton and Caulfield campuses, diverting 15.6 tonnes of food waste over four months. Remaining retailers across the Clayton, Parkville and Peninsula campuses joined the program in early 2025.





# GENDER EQUALITY

The University will foster an inclusive organisational culture in which staff of all genders, and of diverse cultural backgrounds, faiths and heritages participate equally and are recognised equally at all levels, notably senior levels. The University will intensify focus to eliminate the systemic barriers to professional advancement in order to achieve parity in senior professorial, senior academic and senior professional roles, as well as salary parity across the University.

## ESG commitments

1. Recognition, retention and career advancement
2. Improve HR and harassment policies consistent with modern best practices
3. Expand gender equality goals
4. Gender parity

## SUMMARY STATEMENT

Women maintained strong representation in staff promotions in 2024 and increased their presence in senior positions, including improvements in senior academic roles and STEMM disciplines. Monash released its Strategic Commitment to Gender-based Violence Prevention and Response 2024-2030 and launched a comprehensive Sexual Harm Prevention and Response Policy suite, supported by mandatory completion of the Respect at Monash online module by students and targeted training for staff and research students. Monash was also the first Group of Eight institution to receive all five SAGE Athena Swan Cygnet Awards, reflecting organisational maturity in addressing workplace equity barriers, while achieving a reduction in the median gender pay gap and maintaining strong progress on its Gender Equality Action Plan.

## HOW GENDER IS REPORTED

Monash University reporting on gender is based on three categories: Woman, Man and Non-Binary / Gender Diverse. At the time of reporting, there were 32 staff members at Monash who reported as non-binary or gender diverse.



# PRIORITY 1: Recognition, retention and career advancement

The University will actively support recognition, retention and career advancement of women. Renewed focus will be on fields where both their potential and leadership is underrepresented. The University will strive to remove systemic barriers generated by (for example) caregiving responsibilities, and work to reduce unconscious bias in decision-making.

In 2024, women comprised 58.6 per cent of all staff promotions, which closely reflected their overall representation in the workforce. Women also hold 42.3 per cent of senior positions across the University – up from 39.4 per cent in 2020.

## WOMEN IN SENIOR ROLES

### ACADEMIC STAFF

In 2024, 33.1 per cent of Level E academic staff (Professorial or Senior Principal Research Fellow level) were women. Overall, the proportion of women in Level E academic roles has improved approximately four percentage points since 2020.

FIGURE 5.1: PROPORTION OF WOMEN BY ACADEMIC LEVEL, 2024

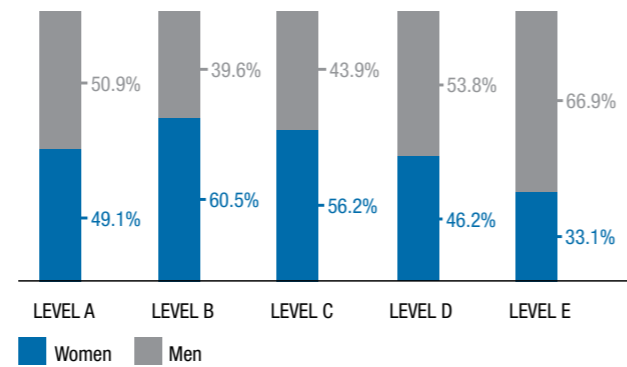
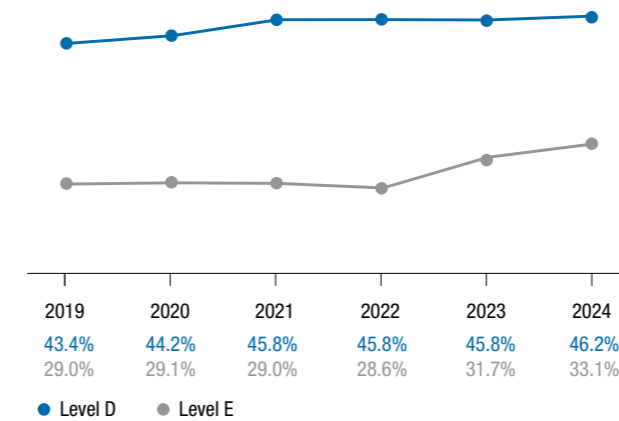


FIGURE 5.2: WOMEN IN SENIOR ACADEMIC ROLES, 2019-2024

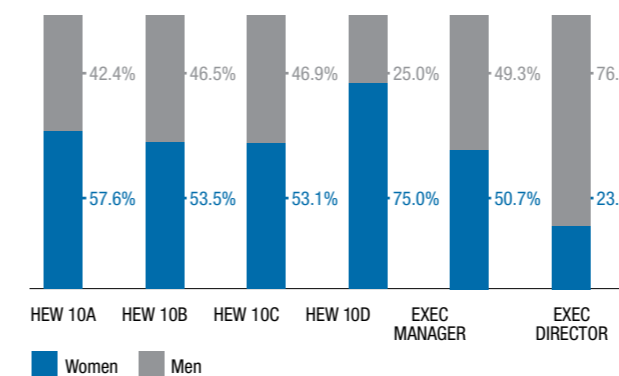


A targeted initiative was delivered in 2024 to further support gender equity in academic progression. This included a workshop series for women and non-binary staff, the establishment of peer-support networks and other material focused on developing compelling promotion applications. 100 staff participated in the program.

## PROFESSIONAL STAFF

Women account for the majority of Monash professional staff, including the majority of senior professional staff (HEW 10A and above). However, this is reversed at the Executive Director level, where women occupied less than one quarter of roles at Monash in 2024 (23.1 per cent, noting that there is only a very small cohort of 13 staff at this level).

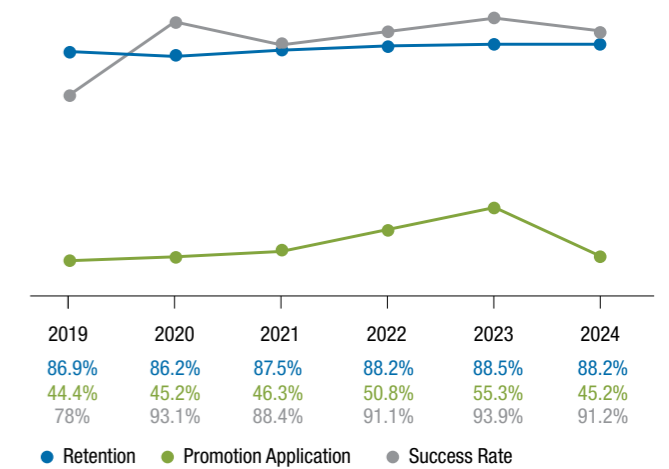
FIGURE 5.3: PROPORTION OF WOMEN IN SENIOR PROFESSIONAL STAFF ROLES, 2024



## GENDER EQUALITY IN STEMM

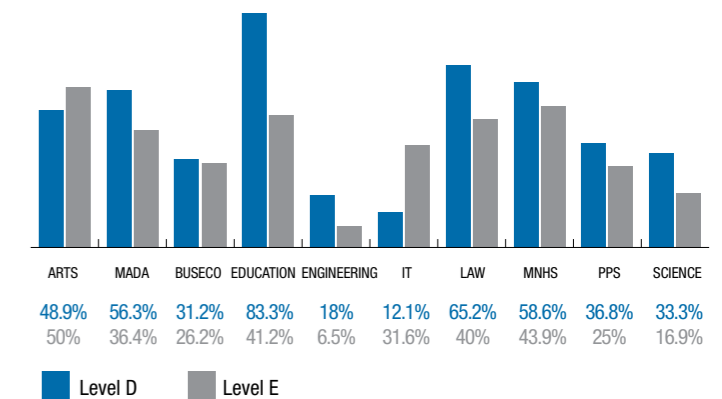
Women are especially underrepresented in science, technology, engineering, mathematics, and medicine (STEMM). Monash is addressing the barriers contributing to women's underrepresentation in these disciplines by investing in programs like the SAGE Athena Swan initiative, the Advancing Women's Success Grant Program and the Women in STEMM Student Leader Awards.

FIGURE 5.4: RETENTION AND PROMOTION OF WOMEN IN STEMM, 2019-2024



Notable improvements were achieved in STEMM between 2022 and 2024, where the proportion of women among Professors increased from 25.6 per cent to 30.5 per cent. Improvements were seen in four of five STEMM faculties. Engineering has the largest disparity, where the proportion of women Professors was 6.5 per cent.

FIGURE 5.5: PROPORTION OF WOMEN IN SENIOR ACADEMIC ROLES BY FACULTY, 2024



# PRIORITY 2: Improve employment and harassment policies consistent with modern best practices

The University will advance on the leadership set through its Respect. Now. Always. programs to ensure HR and harassment policies continue to develop and improve consistent with modern best practices, and with consideration given to the Sex Discrimination Commissioner's Respect@Work Sexual Harassment National Inquiry Report (2020).

In August 2024, Monash released its Strategic Commitment to Gender-based Violence Prevention and Response 2024-2030, which identifies gender equity as being core to preventing gender-based violence. A new Sexual Harm Prevention and Response Policy suite was also launched, outlining the University's approach to preventing and responding to sexual harm, including the process for seeking support and disclosing or reporting sexual harm.

## RESPECT AT MONASH

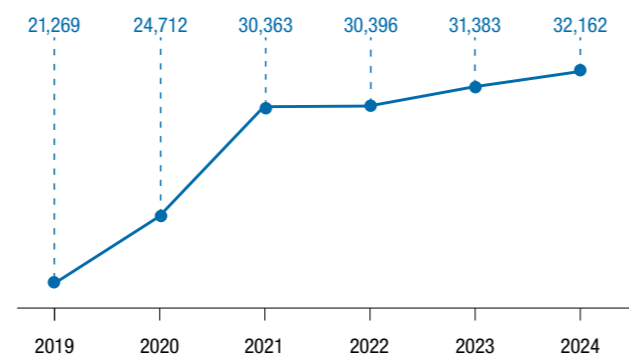
Respect at Monash is a University-wide initiative to prevent and respond to gender-based violence and sexual harm.

The Equity, Diversity and Inclusion (EDI) function sits within the Office of the Deputy Vice-Chancellor (Education) and utilises an intersectional approach to coordinate gender violence prevention as well as other forms of harm and discrimination at Monash.

Sexual harm response is coordinated through the Safer Community Unit, which takes a trauma-informed, person-centred approach to coordination of disclosures, reports and support.

More than 32,000 coursework students completed the Respect at Monash online module. All students studying at Monash must complete this program. A further 3065 completions of tailored versions of the module were also recorded by staff and higher degree by research students.

FIGURE 5.6: RESPECT AT MONASH MODULE COMPLETIONS BY COURSEWORK STUDENTS, 2019-2024

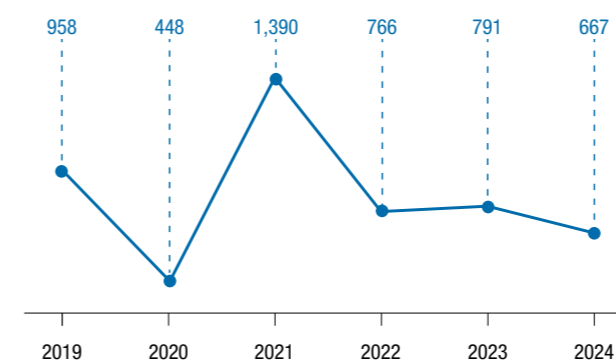


## RELATED PROGRAMS

### ELIMINATING GENDER-BASED VIOLENCE TOGETHER

Eliminating Gender-Based Violence Together (EGBVT) is a peer-led, interactive training session aimed at supporting respectful relationships and gender equality. The EGBVT training is mandatory for new student leaders and highly recommended for aspiring student leaders.

FIGURE 5.7: ELIMINATING GENDER-BASED VIOLENCE TOGETHER STUDENT LEADER TRAINING, 2019-2024

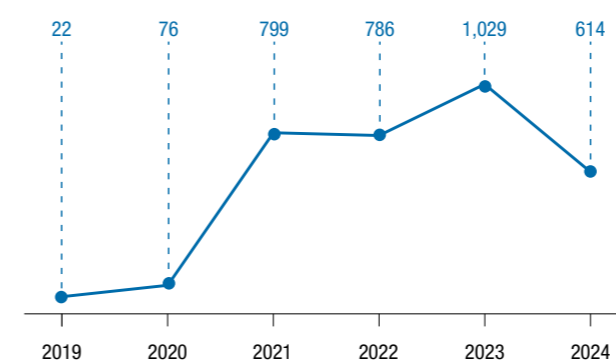


EGBVT training is not mandatory for student leaders who have been re-appointed (i.e. they completed the training in previous years). Monash has also broadened the suite of related training and engagement opportunities available in response to demand among non-student leaders. Both of these factors have likely contributed to the recent easing of completions in EGBVT and Responding to Disclosures (below).

### RESPONDING TO DISCLOSURES TRAINING

Monash revamped the Responding to Disclosures of Sexual Harm module in 2024. The module provides training for both staff and new student leaders on how to respond with support and respect if someone confides in them about sexual harm.

FIGURE 5.8: RESPONDING TO DISCLOSURES STUDENT COMPLETIONS, 2019-2024



Completions of Equal Opportunity and Ethics & Professional Conduct training dropped in 2024. As with EGBVT and Responding to Disclosures training, most mandatory modules for staff are not required to be completed every calendar year, which is likely to have bearing on these results.

FIGURE 5.9: EQUAL OPPORTUNITY AND ETHICS & PROFESSIONAL CONDUCT MODULE COMPLETIONS BY STAFF, 2019-2024



## EMPLOYEE EXPERIENCE SURVEY

Findings from the 2023 Employee Experience Survey, administered by Staff Equity, Diversity and Inclusion under the Victorian Gender Equality Act, identified staff experiences related to sexual harassment, discrimination and bullying. To address barriers to lodging formal complaints, Monash implemented measures to strengthen communication, improve access to information, enhance education and training, and expand reporting mechanisms. These initiatives were further supported by the launch of the Ethical and Respectful Conduct web page and the introduction of a new Sexual Harm Prevention and Response Policy suite.

## UTILISING MONASH RESEARCH TO ELIMINATE VIOLENCE AGAINST WOMEN

In December, Monash launched the Australian Research Council Centre of Excellence for Eliminating Violence Against Women. Made possible through a \$35 million-dollar investment from the ARC, the Centre brings together 13 chief investigators from six Australian universities to address all forms of violence against women in Australia and the Indo-Pacific.

The Centre mobilises survivor-centric and Indigenous methodologies, interdisciplinary collaborations, and Indo-Pacific partnerships to deliver relevant and scalable approaches to eliminate violence against women across the legal, security, economic, health, and political systems of Australia and the region.



# PRIORITY 3: Expand gender equality goals

Where relevant, the University will expand the scope of its gender equity goals and efforts to outreach programs and the student population under the United Nations Sustainable Development Goal 5: Gender Equality.

Monash University's Gender Equality Action Plan sets out a four year pathway to address gender inequities for all staff, eliminate the systemic barriers to professional development and career advancement, and to achieve gender and salary parity and progress towards a deep and broad inclusiveness across the University.

The Plan outlines 105 measurable actions across seven priority areas:

1. Recruitment
2. Career progression, promotion and development
3. Gender composition at all levels of our workforce
4. Gendered work segregation
5. Workplace support, leave and work flexibility
6. Workplace culture, leadership and diversity
7. Gender pay equity.

At the time of reporting, the progress to advance each of the action items was as follows:

- > Ongoing: 50%
- > Complete: 28%
- > In progress: 15%
- > Not started: 7%
- > Void / cancelled: 1%

A complete list of the objectives contained in the Gender Equality Action Plan is provided in Appendix 4.

## CONSULTATION ACROSS MONASH

Consultation on gender equality matters during 2024 included the academic promotions candidate survey and interviews with academic staff as well as ten dedicated gender equality focus groups. The focus group sessions, which were facilitated by an external provider, were open to staff of all genders with 83 participants providing input.

The findings were utilised to assess progress against the objectives of the current Gender Equality Action Plan and to help inform the development of the forthcoming Gender Equality Action Plan 2026–2030.

## SAGE ATHENA SWAN RECOGNITION

Monash became the first Group of Eight university, the first Victorian university and only the third university nationally to receive all five Science in Australia Gender Equity (SAGE) Athena Swan Cygnet Awards. This achievement marked the successful completion of a critical pathway point towards eligibility for the Athena Swan Silver award application and reflects Monash's organisational maturity in identifying and dismantling barriers to workplace equity and inclusion.

# PRIORITY 4: Gender parity

The University will identify and formalise the mechanisms and expedited timelines for achieving parity in senior roles and other areas where women's participation at Monash is low.

As part of its obligations under the Gender Equality Act 2020, Monash submitted a comprehensive Action Plan Progress Report to the Commission for Gender Equality in the Public Sector in February 2024. This report, highlighting the University's efforts to address systemic, structural and cultural barriers to equity, was published on the University's Gender Equity website and is available for download online.

## SETTING GENDER EQUALITY TARGETS

The Workplace Gender Equality Amendment (Setting Gender Equality Targets) Bill 2024 requires large Australian employers to set measurable targets to improve gender equality. Under the new law, commencing in the 2025/2026 reporting cycle, Monash will choose three targets from a menu of options and report progress to the Workplace Gender Equality Agency. The targets will operate on a three-year cycle and be captured in the University's Gender Equality Action Plan 2026-2030, currently under development.

## REDUCING THE GENDER PAY GAP

Monash is striving to close its average gender pay gap by 2030, an aspirational target announced by the Vice-Chancellor and President on Equal Pay Day in 2024. The Gender Equality Action Plan details this approach and objectives for understanding and addressing the root causes of gender inequality.

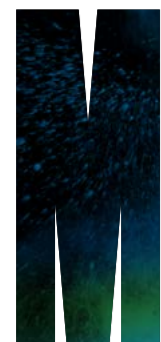
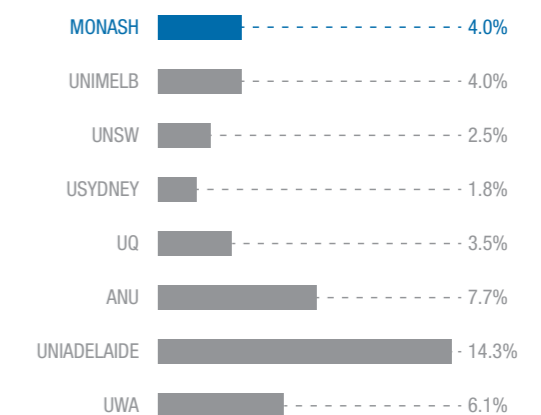
The University-wide gender pay gap has improved across all four metrics: average and median gender pay gaps in both base salaries and total remuneration. The median gender pay gaps have now reached the ±5% range, which the Workplace Gender Equality Agency considers to be pay gap neutral.

TABLE 5.1: AVERAGE AND MEDIUM GENDER PAY GAP

REPORTING PERIOD	AVERAGE GENDER PAY GAP	
	BASE SALARY	TOTAL REM.
2020/2021	11.3%	11.5%
2021/2022	11.7%	11.7%
2022/2023	11.4%	11.3%
2023/2024	9.4%	9.9%
2024/2025	8.9%	9.5%

REPORTING PERIOD	MEDIAN GENDER PAY GAP	
	BASE SALARY	TOTAL REM.
2020/2021	4.9%	6.7%
2021/2022	4.4%	6.2%
2022/2023	6.1%	5.8%
2023/2024	3.2%	4.0%
2024/2025	3.9%	4.0%

FIGURE 5.10: GROUP OF EIGHT MEDIAN GENDER PAY GAP IN TOTAL REMUNERATION, 2024





# ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES

Through our teaching, research and community engagement, the University will continue to make a substantial and ongoing contribution to Indigenous advancement by fostering mutually-beneficial partnerships with Indigenous peoples and communities.

## ESG commitments

1. Implement the Aboriginal and Torres Strait Islander Framework
2. Support Treaty conversations and the Yoorrook Justice Commission
3. Contribute to First Nations Voice to Parliament co-design process

## SUMMARY STATEMENT

Monash made significant progress in Indigenous engagement and representation throughout 2024, which included the appointment of its first Deputy Vice-Chancellor (Indigenous). Enrolments and academic success rates increased year on year. Indigenous staff representation also improved strongly, with academic roles growing by 49 per cent, while higher degree research enrolments reached 33 PhD students. Monash continued its commitment to Treaty processes through the Vice-Chancellor's appearance before the Yoorrook Justice Commission and established an Indigenous Congress to provide structural recognition of Indigenous voices at Monash. The University also established targeted recruitment programs and services to foster Indigenous student success, while maintaining mandatory cultural awareness training for all staff.

# PRIORITY 1: Implement the Aboriginal and Torres Strait Islander Framework

**Monash will continue to implement the pillars articulated in the Aboriginal and Torres Strait Islander Framework across all of the University's operations, and be responsive to ongoing commitments established through governments and Indigenous community priorities.**

2024 marked a deeply significant milestone for Monash with the appointment of Professor Tristan Kennedy as the University's first Deputy Vice-Chancellor (Indigenous) and Senior Vice-President. This was followed in December 2024 with Monash University Council's approval for the establishment of an Indigenous Congress (see Priority 3, below).

## SUPPORTING INDIGENOUS STUDENTS

Indigenous participation at Monash University is growing strongly year on year. In 2024, there were 446 First Nations students participating in a Monash course of study, a 15.5 per cent increase in Indigenous enrolments compared to the previous year, and a 74 per cent improvement since 2019.

One quarter of First Nations students at Monash come from outside Victoria.

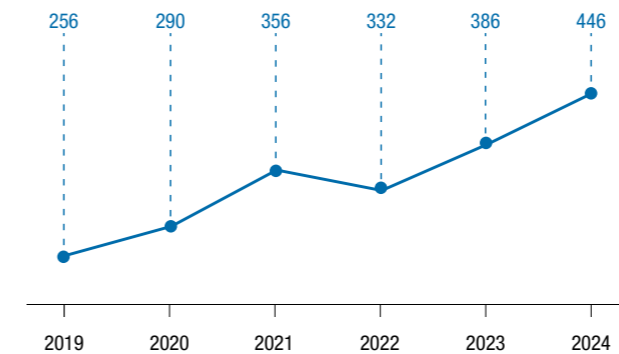
Monash hosted a series of targeted student recruitment programs throughout 2024 to further improve Indigenous enrolments, including:

- > the annual four-day Spring Camp, hosted by the William Cooper Institute, which provides First Nations senior secondary school students experience of university life;
- > the 'Your Future, Our Focus' event, held in August 2024 with southeast Koorie Education Support Officers (KESOs), to showcase faculty offerings to students from 12 secondary schools, with a special focus on fostering Indigenous student success;
- > campus tours for schools and Indigenous community groups to highlight pathways, programs, scholarships and facilities; and
- > a regional roadshow as well ongoing recruitment initiatives for secondary students statewide.



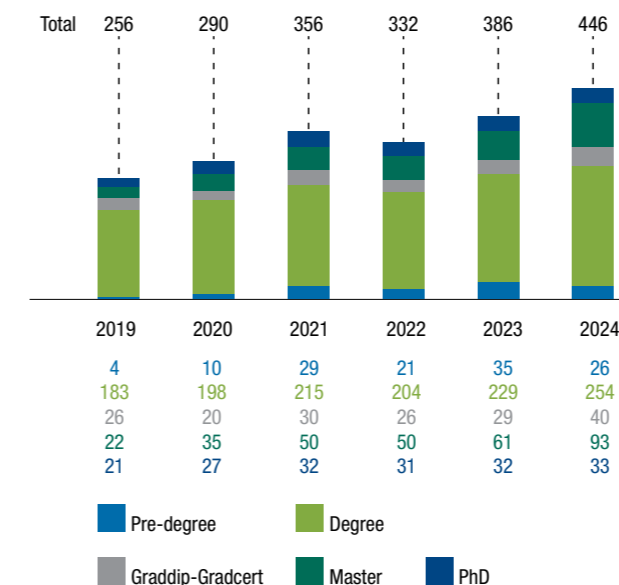
ABORIGINAL AND TORRES  
STRAIT ISLANDER PEOPLES

FIGURE 6.1: FIRST NATIONS ENROLMENTS (HEADCOUNT), 2019-2024



While most First Nations students at Monash are studying an undergraduate degree, postgraduate enrolments have also grown strongly. Masters enrolments have risen 52.5 per cent year on year with 93 equivalent full-time student load (EFTSL) in 2024.

FIGURE 6.2: FIRST NATIONS ENROLMENTS BY COURSE TYPE, 2019-2024

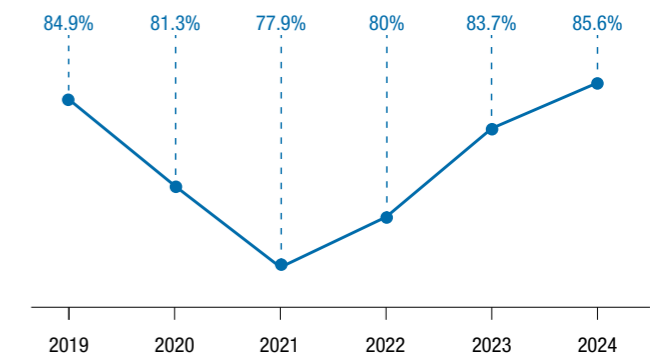


## SUCCESS RATE

Success rate refers to the percentage of study load units enrolled in by students that were successfully passed. A higher success rate indicates that more students are successfully completing the subjects they enrol in, rather than failing or withdrawing from them.

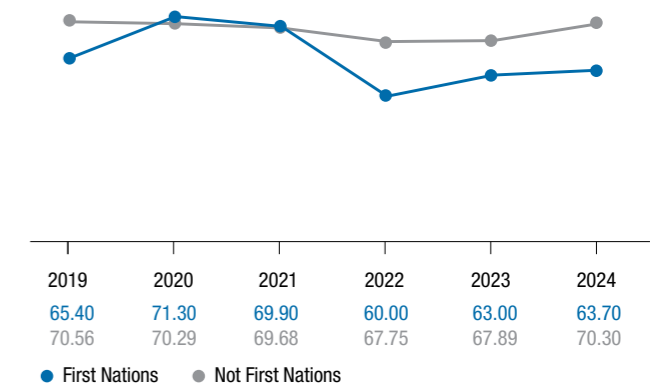
Academic success rates among First Nations students are improving year on year. In 2024, First Nations students successfully passed 85.6 per cent of their study load, a 1.9 percentage point improvement on results for the previous year.

FIGURE 6.3: FIRST NATIONS ACADEMIC SUCCESS RATE, 2019-2024



The Weighted Average Mark (WAM) – the average mark the student achieves across all completed units in a course – is also improving. In 2024 the average WAM for First Nations students was 63.70, compared to 63.0 in 2023.

FIGURE 6.4: COMPLETION RATES BY WEIGHTED AVERAGE MARK, 2019-2024



## SUPPORT FOR FIRST NATIONS STUDENTS

Monash University offers alternative entry pathways and predegree courses specifically tailored for First Nations prospective students, such as the Monash Indigenous Access Program (MIAP), a scholarship-funded bridging program which provides avenues for Indigenous applicants who may not meet the course requirements for Monash University courses through Victorian Tertiary Admissions Centre (VTAC).

The University also utilises learning analytics to assist with early intervention and timely referrals for Monash students assessed to be academically at risk. These include support services for all students like the Student Academic Success team, Disability Support Services (DSS) and course advisors across each of the Monash faculties.

A summary of further examples of support Monash offers to First Nations students is provided in Table 6.1.

TABLE 6.1: STUDENT SUPPORT FOR FIRST NATIONS STUDENTS, 2024

SUPPORT PROGRAM	DESCRIPTION
William Cooper Institute	All Indigenous students enrolled in coursework and bridging programs are supported by the William Cooper Institute. The William Cooper Institute works closely with other Monash areas, including faculty-based Indigenous units like Gukwonderuk Indigenous Health Unit in the Faculty of Medicine, Nursing and Health Sciences, to help drive Indigenous success and completion rates.
Indigenous Academic Enhancement Program	Indigenous students are eligible to apply for the Indigenous Academic Enhancement Program, which links students with specialised tutors on a weekly basis for enrolled units. Each tutor possesses relevant knowledge and tailors their support to each individual student. Students are eligible to receive one hour per week, per unit, though additional hours can be requested in the lead up to assessments or exams.
Textbook Subsidy Scheme	The Textbook Subsidy Scheme helps Indigenous students with the cost of purchasing prescribed textbooks, materials and uniforms for the units they are enrolled in each semester.
Elder in Residence	Monash University's Elder in Residence provides support to students wanting to make connections with local communities or wanting to find out more about their own family history and connections.
Student Study Lounge	Study lounge facilities are available at three campuses – Clayton, Caulfield and Peninsula – with a dedicated study space for students to connect with each other, staff, their tutors and with members of the community. Elders, cultural practitioners, leaders from various sectors and many other stakeholders are invited in on a weekly basis to promote opportunities for First Nations students. There are also regular lunches and drop in tutors available throughout the week.
Other Support	The William Cooper Institute organises study skills sessions in areas like academic writing, using the Monash Library and preparing for exams and can also arrange for emergency relief funds for those that require additional assistance throughout the semester. Other examples include the Indigenous Leaders Program, which empowers students by enhancing their confidence and leadership abilities, and an Orientation Camp for first year students to assist with the transition to tertiary study and many other opportunities.

## CASE STUDY: MONASH INDIGENOUS LEADERS PROGRAM

In July 2024, Monash welcomed First Nations students from the University of British Columbia as part of the Monash Indigenous Leaders Program, which is designed to empower Indigenous students as future changemakers while fostering global connections among First Nations communities.

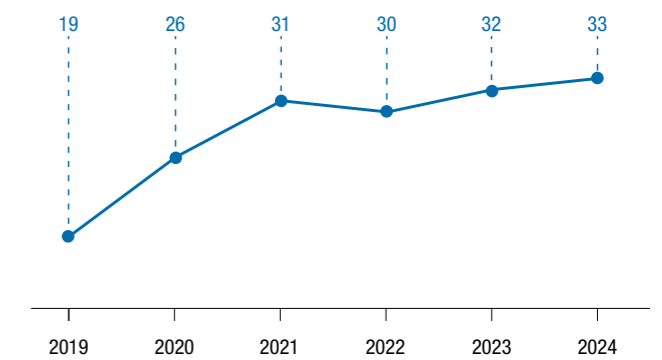
Over two weeks, students engaged in a range of cultural and educational activities, including NAIDOC Week celebrations, on-Country visits to Gunditjmarra Country and the Budj Bim Cultural Landscape – a UNESCO World Heritage Site – and a bush-tucker guided walk on Bunorong/Boonwurrung Country, culminating in a yidaki meditation session. The program concluded with a visit to Nairn Marr Djambana in Frankston and an immersive Aboriginal symbols and storytelling art session.

## HIGHER DEGREE RESEARCH STUDENTS

Pillar 3 of the Framework states that, by 2030, Monash University will have Aboriginal and Torres Strait Islander higher degree research (HDR) candidates and leading academics in all faculties and institutes.

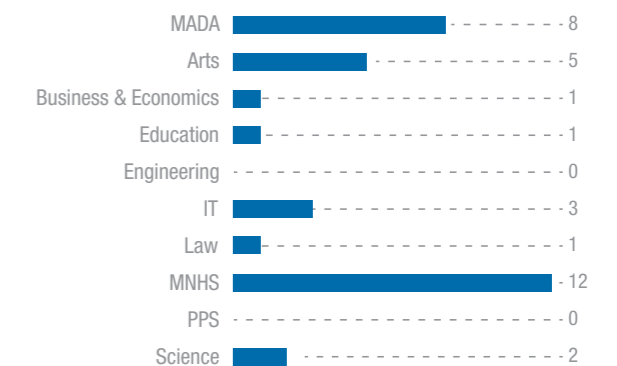
Indigenous HDR enrolments have shown modest but consistent growth. In 2024 there were 33 First Nation students enrolled in a Monash PhD program, a three per cent improvement on 2023 enrolments and a 73 per cent increase since 2019.

FIGURE 6.5: FIRST NATIONS HDR ENROLMENTS (HEADCOUNT), 2019-2024



The largest First Nations graduate research cohorts in 2024 were enrolled in the faculties of Medicine, Nursing and Health Sciences (12 HDR students), Art, Design & Architecture (eight HDR students), and Arts (five HDR students).

FIGURE 6.6: FIRST NATIONS HDR ENROLMENTS BY FACULTY (HEADCOUNT), 2024



## SUPPORTING INDIGENOUS STAFF

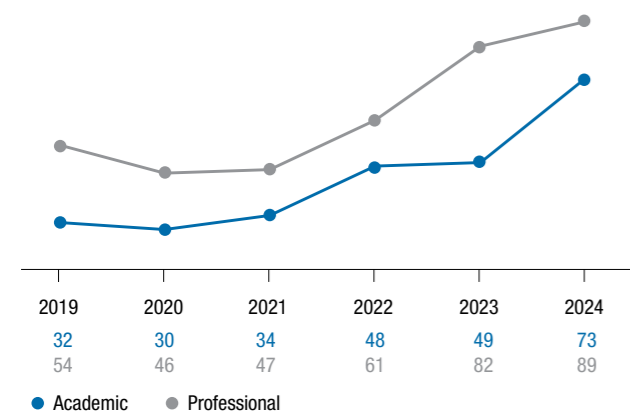
The Monash Aboriginal and Torres Strait Islander Framework commits the University to employ Indigenous staff in line with national population parity by 2030. The University is working to meet this commitment through:

- > targeted Indigenous employment strategies to attract and retain Indigenous staff across academic and professional roles;
- > identifying and designating Indigenous positions across faculties and central administration;
- > career pathways and leadership development programs to support progression into senior roles;
- > the Monash Indigenous staff network, which provides peer support, networking and advocacy;
- > the Cultural Load (Colonial Load) Policy, which recognises the burden on Indigenous staff to support engagement in cultural work;
- > a dedicated Indigenous HR Business partner for career progression and wellbeing; and
- > a dedicated Indigenous Research team to support grants, fellowships, and research collaborations with Indigenous communities.

Monash has shown excellent progress in its commitment to foster Indigenous staff. There were 162 Aboriginal and Torres Strait Islander Peoples employed by the University in 2024, a 24 per cent improvement on staff numbers for 2023.

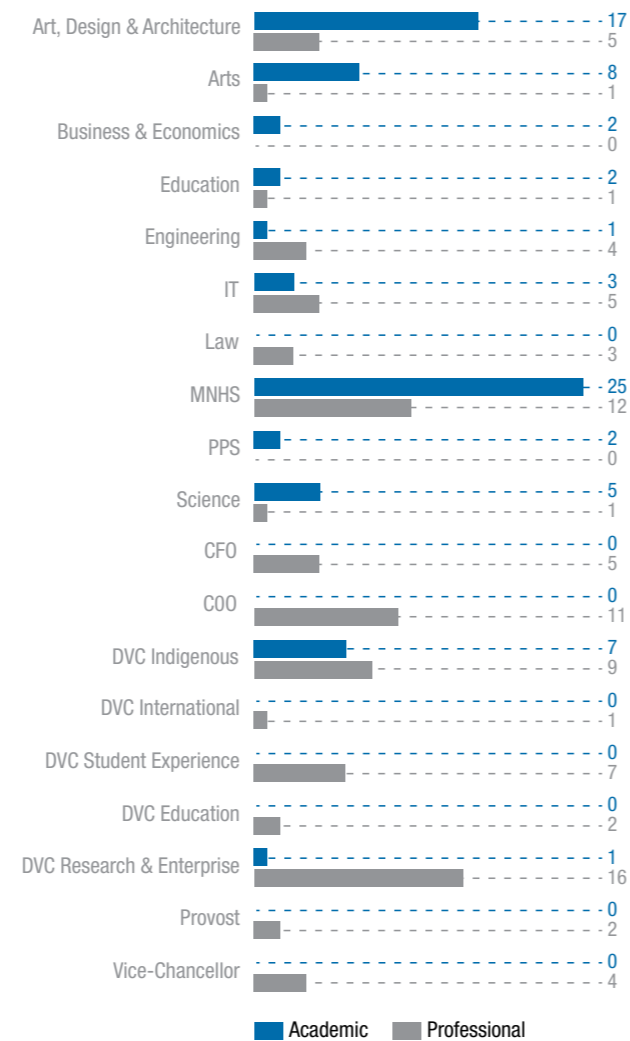
NOTE: A list of the highest First Nations leadership positions within Monash University for 2024 is provided in Appendix 5.

FIGURE 6.7: FIRST NATIONS STAFF HEADCOUNT (ACADEMIC V PROFESSIONAL), 2019-2024



The majority (55 per cent) of Aboriginal and Torres Strait Islander Peoples employed by Monash are professional staff. However, the number of First Nations staff in academic roles (including both research and teaching and research only staff) grew very strongly in 2024 – a 49 per cent increase from 2023. First Nations academic appointments are particularly strong in the Faculty of Medicine, Nursing and Health Sciences and the Faculty of Art, Design and Architecture.

FIGURE 6.8: FIRST NATIONS STAFF BY ORGANISATIONAL UNIT, 2024



## PRIORITY 2: Support Treaty conversations and the Yoorrook Justice Commission

### Monash University will contribute to Treaty conversations and support the Victorian Government's establishment of the Yoorrook Justice Commission.

Monash University's engagement in Treaty processes throughout 2024 provided further opportunity to contribute to conversations relating to Treaty negotiations in Victoria.

In June 2024 the Vice-Chancellor and President Professor Sharon Pickering appeared before the Yoorrook Justice Commission and reiterated Monash University's commitment to attend to the lessons from history, to listen and learn deeply, to redress wrongs where practical and engage open-heartedly in truth-telling.

Dr Petah Atkinson from the Gukwonderuk Indigenous Health Unit (Faculty of Medicine, Nursing and Health Sciences) continues to serve as an independent overseer of Treaty negotiations in Victoria as one of five inaugural members of the First People's Assembly Treaty Authority. Truth-telling continues to be facilitated through in-person Cultural Recognition sessions and online cultural awareness modules offered by Monash.

The Indigenous Cultural Awareness and Recognition training module, which includes information on Treaty, Yoorrook and Uluru Statement commitments, remains mandatory for all Monash staff.



## PRIORITY 3: Contribute to ongoing Indigenous advocacy and engagement

### At the Commonwealth level, Monash University will support and contribute to the First Nations Voice to Parliament co-design process.

Following the outcome of the 2023 referendum on the Voice to Parliament, Monash reaffirmed its commitment to contributing towards positive change for Indigenous Australians including structural recognition of Indigenous voices at Monash.

As part of this commitment, the University established an Indigenous Working Group to provide recommendations for the way forward for Monash University. By June 2024, the working group had consulted with over 50 Indigenous and non-Indigenous higher education leaders at institutions in Canada, the United States (Including Hawai'i), Aotearoa (NZ), and across Australia. The working group also consulted with Victorian-based Indigenous businesses, community leaders, traditional owners, and Elders, as well as with Indigenous staff and community members at Monash.

The conversations clearly and consistently confirmed that, to effectively hear Indigenous voices, Indigenous leadership in higher education must embrace the principle of self-determination.

Based on the working group's findings, in December 2024 Monash University Council approved the establishment of an Indigenous Congress to consider matters relevant to Indigenous students, staff, and communities and provide recommendations and advice to the Vice-Chancellor and President and the University Council. The Indigenous Congress was scheduled to hold its inaugural meeting in 2025.

# MODERN SLAVERY

Monash University supports all efforts to eliminate modern slavery and is committed to delivering a robust, meaningful response to the Modern Slavery Act.

## ESG commitments

1. Identify slavery risks in the supply chain
2. Implement program to manage risks
3. Establish a structure for oversight
4. Develop impact measures
5. Share research to inform efforts to eliminate modern slavery

## SUMMARY STATEMENT

In 2024 Monash onboarded 1375 new suppliers through its mandatory modern slavery assessment process. The University completed the fifth year of its rolling five-year continuous improvement program, achieving 100 per cent compliance across all key performance indicators, and improved transparency into 32 factories and mines within its product supply chains. All Monash procurement staff and new employees receive mandatory modern slavery training, supported by robust whistleblowing procedures and a governance structure overseen by the Modern Slavery Steering Committee.



## MONASH SPENDING ON GOODS AND SERVICES

In 2024, Monash University spent a total of \$1.238 billion on suppliers for goods and services and purchased from more than 10,360 suppliers in 53 countries (excluding low value and one-time suppliers).

Of these suppliers, 1375 were new suppliers that were onboarded using the new mandatory modern slavery onboarding process outlined in Priority 1 and Priority 2.

The largest categories of spend in 2024 were:

- > Corporate professional services
- > Student services
- > Property management

## PRIORITY 1: Identify slavery risks

**Leverage procurement and supply chain operations, investments and fund managers, as well as research and teaching activities to identify and eliminate slavery risks for the University's own supply chain. Leverage Monash research to inform government and civil society strategies to address human slavery globally.**

### THE MODERN SLAVERY PROGRAM

As part of its reporting obligations under the Modern Slavery Act 2018 (Cth), Monash must submit an annual statement on the risks of modern slavery in its operations and supply chains, actions it is taking to assess and address those risks, as well as the effectiveness of those actions. The following update is a summary of key sections of the University's 2024 Modern Slavery Act Statement submitted in June 2025 as part of its obligations under the Act. The complete 2024 Modern Slavery Act Statement is available online.\*

\* [https://www.monash.edu/\\_\\_data/assets/pdf\\_file/0005/4061561/Modern-Slavery-Act-Report-2024.pdf](https://www.monash.edu/__data/assets/pdf_file/0005/4061561/Modern-Slavery-Act-Report-2024.pdf)

### CONTROLS AND ASSURANCE PROCESSES

Monash has a robust framework to ensure the integrity of its modern slavery reporting, spanning:

- > KPIs and Performance Monitoring: For example, success rate for audits on real contracts, checking for compliance with modern slavery clauses. This is conducted with oversight from the Office of the General Counsel.
- > Data Integrity: Automated finance data and system checks are utilised, which are then subject to human review to ensure consistency and accuracy.
- > Formal Reporting: Data on violations and risks is collected from formal reports submitted by affiliates, ensuring a verifiable and consistent source.
- > External Data Sources: Data on critical factors (e.g. risk) is sourced from independent third-party sources and updated annually to maintain relevance.
- > Continuous Improvement: Monash adjusts its program annually based on its previous performance. These adjustments are formally logged and tracked.

### IDENTIFYING MODERN SLAVERY RISKS

Monash undertakes direct assessment of its suppliers and also engages third-party partners to help identify slavery risks in supply chains.

- > Direct assessment methods include tender questions, specific questionnaires and face-to-face discussions.
- > Assessment methods used by third-party partners include questionnaires, interviews, audits, official government and workplace documentation, as well as less formal methods, for example, monitoring news articles and internet forums.

Utilising these assessment procedures, in 2024 Monash improved the transparency of 32 factories and mines known to be in the supply chain for specific products the University purchases.

TABLE 7.1: DIRECT SPEND IN HIGH-RISK CATEGORIES

CATEGORY	SUPPLIER COUNT
Catering	382
Cleaning	68
Desktop Accessories	170
Desktop Hardware	54
Furniture, Fittings & Equipment	9
Mobile Devices & Accessories	4
Networks	41
Printing	7
Security & Parking	18
Staff Supplies	19
Telecommunications	15
<b>Total</b>	<b>787</b>

The key high risk categories in the University's supply chain, as well as risk reduction programs in place to address those risks, are summarised in Table 7.2.

TABLE 7.2: KEY HIGH-RISK CATEGORIES AND RISK REDUCTION

HIGH-RISK CATEGORY	% OF HIGH-RISK SPEND	RISK REDUCTION IN PLACE
Cleaning	26.7%	New cleaning agreement with full and ongoing transparency of labour, productivity, and costs.
Networks	23.6%	Electronics Watch* affiliation and pre-purchase assessments.
Security	17.8%	New security agreement with increased transparency of labour.
On-campus catering	16.3%	Largely centralised on-campus catering. Agreements adhere to labour laws.
Desktop hardware	12.3%	Electronics Watch affiliation and pre-purchase assessments.
Desktop accessories	1.3%	Electronics Watch affiliation and pre-purchase assessments.
Telecommunications equipment	0.5%	Electronics Watch affiliation and pre-purchase assessments.

\* Electronics Watch is an independent monitoring organisation that coordinates worker-driven monitoring to protect worker rights and conditions in global electronics supply chains.

In addition to these assessment programs, Monash has the following programs in place to help identify modern slavery risks.

# PRIORITY 2: Implement program to manage risks

## TRAINING AND AWARENESS

Since 2023 all Monash staff in procurement and purchasing roles are provided training to identify and address the risk of modern slavery in their work. All new Monash staff in Australia, Malaysia and Indonesia as well as Monash College and the World Mosquito Program are also now provided modern slavery training.

In addition, the University hosts a website addressing modern slavery risk, which is maintained by the Strategic Procurement function in the CFO portfolio.

## WHISTLEBLOWING

Robust, publicly accessible whistleblowing procedures are in place to manage both protected whistleblowing and non-protected events with senior executive oversight, mandatory requirements and timeframes for action. The University has a Whistleblower Coordinator (currently the COO and Senior Vice-President), responsible for:

- > receiving and handling whistleblower disclosures;
- > dealing with queries about whistleblower disclosures;
- > ensuring the University carries out its responsibilities under Commonwealth and Victorian legislation and IBAC Guidelines;
- > liaising with the Independent Broad-based Anti-corruption Commission (IBAC) and the Victorian Ombudsman; and
- > ensuring whistleblower disclosures made to the University are appropriately investigated.

## OTHER POLICIES AND PROCESSES TO IDENTIFY AND CONTROL RISKS

The following policies, processes and instructions are in place across Monash to help enable the University identify or address modern slavery risks.

TABLE 7.3: MODERN SLAVERY POLICIES AND PROCESSES

POLICY	ROLE
Procurement Policy	Mandatory modern slavery, responsible procurement components
Group Risk Management and Compliance Policy	Setting risk and compliance appetites including non-negotiables
Staff Code of Conduct	Acceptable and unacceptable behaviours and avenues to address concerns
Student Code of Conduct	Acceptable and unacceptable behaviours and avenues to address concerns
Equity, Inclusion and Anti-discrimination Policy	Preventing discrimination
Health Safety and Wellbeing Policy	Placing health, safety and wellbeing as a key requirement
Mental Health Policy	Recognising mental health issues– and that not all harm is physical – and help is available
Sexual Harm Prevention and Response Policy	Setting clear boundaries and responses to concerns

BUSINESS PROCESSES AND INSTRUCTIONS	ROLE
Contract templates	Includes three different modern slavery model clauses
Tender templates	Modern slavery questions and requirements including related scoring. Internal approvals required at tender planning and outcome stages
Supplier onboarding process	Includes a modern slavery gate for onboarding
Standardised modern slavery clauses	Including low-risk, medium-risk, and high-risk electronics clauses
Modern slavery online training	For all new staff, and mandatory for senior executives, lawyers and those working in procurement or with key purchasing roles
Modern slavery training	Live training including explaining clauses, their applications scenarios, and negotiation methods

**A comprehensive, multi-year program will be implemented to identify and manage modern slavery risks throughout Monash University’s extensive global networks, focusing on high-risk areas, risk reviews, training and awareness, and supporting Monash partners to understand their supply chains.**

In 2024, Monash completed the fifth year of its rolling five-year continuous improvement program to systematically reduce and eliminate modern slavery within the University’s operations and supply chain.

TABLE 7.4 THE MONASH UNIVERSITY ROLLING FIVE-YEAR MODERN SLAVERY PROGRAM

2024	2025	2026	2027	2028
Identify risks in onshore research and education activities	Offshore research and education	Review of effectiveness of electronics solution (Electronics Watch)	Review of risks in procurement practices	Review of security services
Onshore research and education	Spot check of modern slavery clauses – offshore	Review of effectiveness of apparel panel	Review of human rights protections embedded in key policies, procedures and contracts	Modern Slavery website review
Onboarding assessment and tender questions	Program review and forward planning	Provide offshore entities with tools to standardise the monitoring of modern slavery requirements	Review of cleaning services	Scoring methodology for investment reports from our investment managers
Offshore agreement and sourcing template updates	Remediation framework completion	Integrated modern slavery grievance approach	Review of apparel risk mitigations	

A summary of key actions undertaken by Monash in 2024 to address modern slavery risks across its operations and supply chain is provided below.

**OPERATIONS**

AREA	RISK	ACTIONS
Procurement and management	Unreasonable price expectations and/or timeframes on tenders or orders. Alternate suppliers may be utilised or pressure passed down supply chain leading to poor practices.	Mandatory modern slavery training module for all new staff and 100% completion key performance indicator (KPI) annually for all staff involved with purchasing, legal or commercial matters, in addition to all senior staff.  Raise awareness that unreasonable time and price demands both may increase risks.
Procurement – general	Purchase from industries known to be high risk without due consideration.  When demands are made on a market that include unreasonable timeframes and/or cost and if market responses are acted upon, signals are sent to the market that modern slavery is not of primary concern. This may include items purchased for education and research activities both onshore and offshore.	Mandatory training – 100 per cent KPI (reached).  Annual refresh of modern slavery high risk countries, industries and products/services.  Supplier onboarding modern slavery gate with manual management if supplier does not pass the gate – KPI measured.  Formation of Apparel Panel of pre-approved apparel suppliers.  Procurement analytics down to line-item level on orders to capture all spend in detail for risk-based reporting.  Identifying and targeting high-risk purchases including specific risk reduction actions via modern slavery program.  Tender templates have a Responsible Procurement section – must be completed and approved at both planning and outcome stage.  Standardised approach to modern slavery clauses.  Bespoke management of known high-risk large projects/contracts.
Management and specifications	Undue pressure on suppliers to perform at levels not reasonably achievable, or in a way that puts at risk reasonable business profit. Supplier receives a signal that performance and cost are the only, or most, important factors in retaining or growing business. Supplier may react by trying substandard practices to keep business afloat.	Increased transparency in commercial dealings, such as a completely transparent shared model for managing high risk cleaning services.  Security and plumbing services have also been addressed in a similar manner.  Specific mention of this topic within modern slavery training (mandatory for procurement staff and senior executives).
Staff employment	Staff are subject to work pressures and may be at risk of abuse by managers or other influential staff. In these events there is also likely a power imbalance.	The University has a comprehensive set of policies and processes that cover treatment of staff and behaviours of all those on campus.  There are multiple easily available complaint avenues, including anonymous ones, and those protected by whistleblower laws.  Staff are engaged by robust workplace agreements.  Training in identifying and preventing bullying and harassment, diversity and inclusion, and many other related topics is mandatory for all staff.

**SUPPLY CHAIN**

AREA	RISK	ACTIONS
Recruitment	The University uses recruiters to identify potential students from around the world.	Use of known, quality recruiters.  Knowledge sharing across Australian universities or observed recruitment practices.  Contract term improvements.  Monitoring and assessment of recruiters.  Ongoing development and deployment of student services programs.
Investments	Appointing investment managers with insufficient modern slavery knowledge to meet the University's requirements.	Formal annual reporting by investment managers on their work in modern slavery.  Limit investment types to avoid investments not aligned with the University.  Seek reasonable returns.

Sub-contracting	Put in place or otherwise enable uncontrolled or non-visible subcontracting, including multi-level subcontracting. The lack of visibility increases the potential for modern slavery practices. Subcontracting includes multiple profit-takers and may put pressure on those producing the goods or performing the service.	As standard practice, subcontracting is generally limited to a case-by-case basis.  Tender documents seek information about intended subcontracting, and responses are reviewed.  Standard practice in contract review and negotiation requires subcontractors to comply with Monash policies and requirements against modern slavery and flow down such obligations to any party they further subcontract with.
Procurement – electronics	The electronics supply chain is long and often opaque. It reaches all the way back to mining, often with known areas of concern such as cobalt mining by children. Many tiers of the supply chain are known to be high risk globally as raw materials are refined, components are manufactured, assembled into parts, and parts assembled into devices. This may occur even when best-in-class electronics are purchased.	Ongoing work with Electronics Watch to pre-assess and monitor material electronics purchases. This also applies to Standard Operating Environment (SOE) models which are widely used.  A supplier with known modern slavery issues in their supply chain may be excluded from a tender, and their ongoing lack of addressing the issues highlighted as the cause of their exclusion. This sends a clear message back to the supplier and the wider market that they must work on resolving known modern slavery issues in their supply chain in a reasonable manner or their business will be affected.  Specification change – where an industry or product is known to be very high risk and hard to mitigate, we may alter the early specification so the high-risk product or industry is not part of the design solution.  Price increases sought by suppliers should be carefully reviewed to ensure price movements reasonably reflect changes in the market and wider economic conditions.
Procurement - construction	Both materials and labour are of concern. Materials may have opaque offshore supply chains and come from high-risk countries. Labour may have a degree of subcontracting as standard business practice.	The University utilises quality construction partners, and identifies areas of concerns before setting terms to reduce the risks via tenders and contracts. This includes reviewing suppliers' documentation on their internal processes and procedures to ensure they are adequate.
Procurement – solar	Solar panels are at high risk globally. While the University has completed most of its planned material solar deployment, it is foreseeable that solar panels may be required in the future.	Consider specification changes early in the project to utilise an alternate technology.  In the event of material solar purchases, consider a market assessment to identify new suppliers that have more transparent and safer solar supply chains. Also provide feedback to solar panel sources of concern.
Procurement - apparel	Apparel is a high-risk industry, and the University has decentralised apparel purchasing. An assessment has highlighted a variety of apparel purchasing approaches from mature to buying based on price. This may cause, contribute to or indirectly impact the risk.	Identification of all apparel purchases and who buys them.  Assessment of several apparel suppliers and formation of supplier improvement plans for each.  Completion of the first apparel panel with approved suppliers.
Recruiting	The global recruiting industry for students is known to be reasonably high risk. This may include coercion and the use of guilt-driven debt bondage associated with "gifts" such as electronic devices given to prospective students – the student feels pressured to proceed.	Careful assessment of all recruiters and their practices.  Use of agreements with suitable terms and conditions preventing such practices and enforcement of the terms of the agreement against recruiters to rectify any breaches.  Shared information across the higher education sector to identify good recruiters.  Proceed with additional caution if the global student market undergoes material change.
Events	The University operates many events each year. These may include the requirement for a strict readiness timeframe and the use of labour hire to set up and run events. This may create pressure on our suppliers or their staff even with careful forward planning. For example, there may be a need to minimise disruption to campus operation – which may reduce available setup time.	Careful planning and using proven methods, suppliers and timeframes.  Robust contracts including labour obligations.  The use of known and quality suppliers.  The establishment of long-term and closer business relationships to minimise short-term thinking by suppliers.

# PRIORITY 3: Establish a structure for oversight

A comprehensive structure, including executive oversight committee and working group to leverage deep academic expertise, will be established to support the University's modern slavery program.

As noted in previous annual ESG reporting, the University has a clearly defined governance structure supported by an expert advisory panel, the Modern Slavery Steering Committee, to oversee the development and implementation of the modern slavery program of work. This governance structure was instituted in 2019 following introduction of the Modern Slavery Act 2018 (Cth).

The remit of this structure is to develop, review and refine the University's response to modern slavery within our operations and supply chains.

As the modern slavery program of work is managed by Strategic Procurement, escalations are managed from Strategic Procurement to the Chief Financial Officer and Senior Vice-President, who is a member of the Vice-Chancellor's Group.

A diagram representing the governance structure of the Modern Slavery program is provided in Appendix 6.

# PRIORITY 4: Develop impact measures

Monash will utilise its research expertise to develop impact measures that enable the assessment and development of efforts to counter modern slavery and to improve and target these efforts.

The modern slavery program, including the development and implementation of work to address slavery in the University's operations and supply chains, is overseen by the Modern Slavery Steering Committee. In 2024 this Committee included five researchers from the faculties of Arts, Law, and Business and Economics.

Academic members of the Committee are appointed based on their extensive subject matter expertise, spanning human rights and people trafficking to procurement and supply chain management.

## KEY PERFORMANCE INDICATORS

Annual key performance indicators (KPIs) are used to measure progress and set targets. These may be adjusted over subsequent reporting periods in line with ensuring relevance and continuous improvement.

In 2024 the University met all annual KPIs set for its modern slavery program.

TABLE 7.5 MODERN SLAVERY KEY PERFORMANCE INDICATORS, 2024

KPI	DESCRIPTION	TARGET	ACHIEVED
Supplier onboarding (Australia)	Percentage of supplier compliance (excluding one-time or low-value suppliers)	100%	100%
Update offshore partners review process (Monash College)	Percentage of offshore partners completing updated desktop review process	100%	100%
Training	Percentage of procurement, legal and executive staff completing training	100%	100%
Modern Slavery Reporting by fund managers	Percentage of fund managers providing annual update on their modern slavery report	100%	100%

# PRIORITY 5: Share research to inform efforts to eliminate modern slavery

The University will share and communicate research findings that can inform regional and global efforts to eliminate modern slavery.

Monash academics authored or co-authored at least seven research outputs published in 2024 that related directly to issues of modern slavery. These outputs are summarised in Table 7.6.

TABLE 7.6: MONASH UNIVERSITY RESEARCH OUTPUTS ON MODERN SLAVERY, 2024

RESEARCHER(S)	FACULTY (SCHOOL)	FULL REFERENCE
Jean Allain	Law	Allain, J., 2024, Cultural History of Slavery and Human Trafficking: in the Age of Global Conflict. Altink, H. (ed.). 1st ed. London UK: Bloomsbury Academic, Vol. 5. p. 35-50 16 p.
Samantha Currie	Law	Currie, S., 'Disincentivising legal practitioners and stifling clients' rights: legally aided representation of trafficked persons' (2024) 38(1) Journal of Immigration, Asylum and Nationality Law, 82-105.
Samantha Currie	Law	Currie, S., 'Brexit-Precipitated or Free Movement-Facilitated? Labour Exploitation of EU Migrants in the UK' in Faulkner, E. (ed) Modern Slavery in a Global Context (Bristol University Press, 2024).
Ingrid Landau	Monash Business School	I Landau and S Marshall, 'Draft ILO Convention on Decent Work in Global Supply Chains and Explanatory Memorandum', Report commissioned by the Solidarity Centre (US) and International Lawyers Assisting Workers (ILAW) Network, April 2024.
Pham, Nga, Cui, Bei and Ruthbah, Ummul.	Monash Business School	Pham, N, Cui, B, Ruthbah, U, 2024, 'Modern slavery disclosure quality of the largest ASX-listed companies', in Krambia Kapardis, M., Clark, C., Warri, A., Dion, M. (eds), The Palgrave Handbook on Modern Slavery, Palgrave Macmillan, Cham Switzerland, p. 561-579 19 p.
Pham, Nga, Cui, Bei and Ruthbah, Ummul.	Monash Business School	Pham, N., Cui, B. & Ruthbah, U., Modern Slavery Disclosure Quality Ratings: ASX100 Companies Update 2024, Nov 2024, Melbourne Vic Australia: Monash University. 31 p.
Marie Segrave	Arts	Beyond the law: trafficking, slavery, servitude, forced labour and abandonment, MT Segrave, S Vasil. The borders of violence, 117-152

## CASE STUDY: MODERN SLAVERY DISCLOSURE RESEARCH PROGRAM

The Modern Slavery Research Program in the Monash Centre for Financial Studies (MCFS) leads pioneering research into the disclosure quality of modern slavery statements submitted by Australian listed companies, as well as offering executive education programs on reporting. In 2024 the team undertook a research impact study to explore the impact of its research in improving corporate reporting practices. Detailed reporting on the research impact study is available online.\*

\* <https://www.monash.edu/business/mcfs/our-research/all-projects/modern-slavery/modern-slavery-statement-disclosure-quality>



# INVESTMENT

The University will continue to transition its investment portfolio towards carbon neutrality.

## ESG commitments

1. Define pathways to carbon neutrality across externally managed investments
2. Annual reporting on climate alignment of investments

## SUMMARY STATEMENT

The University continued its commitment to carbon neutrality across externally managed investments by 2050, achieving a 13.6 per cent improvement in its Weighted Average Carbon Intensity score. The Frontier Weighted Average ESG Rating improved from 4.37 to 4.54 stars, bringing 88 per cent of funds to 4-stars or better, supported by requirements for all fund managers to be UN Principles of Responsible Investing signatories. Work also continued on the University's investment policy renewal process to incorporate the development of a separate Sustainable Investment Statement to enhance ESG priorities, reporting requirements, and alignment with the University's strategic plan and responsible investing practices.

Monash University had approximately \$1.57 billion invested in its Long Term Investment Portfolio (LTIP) on 31 December 2024, the majority of which (87.6 per cent) was externally managed (\$1.38 billion).

Investment performance also exceeded the targeted return of CPI plus 4.0 per cent for the year.



### GOVERNANCE OF MONASH INVESTMENTS

Accountability for overseeing Monash University’s financial performance, including debt management, resource allocation, the annual budget and forecast outlook, is assigned to a Standing Committee of University Council, the Resources and Finance Committee.

The Investment Advisory Committee, a subcommittee of the Resources and Finance Committee, assists in reviewing and monitoring the Monash Group’s investment portfolios, including investment parameters and asset allocations. The Committee is supported by University management and investment advisors and considers strategic decisions such as investment objectives and asset allocation.

# PRIORITY 1: Carbon neutrality across externally managed investments

**Monash will work with fund managers to define the pathways that enable it to achieve carbon neutrality across its externally managed investments by 2050.**

Monash is committed to reducing the carbon intensity of its investments as promptly as possible while upholding its fiduciary duty to invest sustainably and earn investment returns in line with preserving the purchasing power of its endowment for future generations. In 2024, the University continued to work with fund managers towards this commitment.

A summary of key measures utilised by the University to meet this commitment during the year are provided in Table 8.1.

TABLE 8.1: MITIGATION MEASURES TO MANAGE HIGH-RISK CATEGORIES 2024

FOCUS	2024 SUMMARY
Governance	<p>Monash is a signatory to the United Nations Principles of Responsible Investing (PRI). The six Principles commit participating organisations to:</p> <ol style="list-style-type: none"> <li>1. Incorporate ESG issues into investment analysis and decision-making processes.</li> <li>2. Be active owners and incorporate ESG issues into ownership policies and practices.</li> <li>3. Seek appropriate disclosure on ESG issues by the entities in which they invest.</li> <li>4. Promote acceptance and implementation of the Principles within the investment industry.</li> <li>5. Work with other signatories to enhance effectiveness in implementing the Principles.</li> <li>6. Report on activities and progress towards implementing the Principles.</li> </ol> <p>All fund managers employed by Monash are also required to be PRI signatories.</p>
Measurement	<p>The University utilises the Weighted Average Carbon Intensity (WACI) metric to measure the climate impact of its managed funds.</p> <p>The Frontier Weighted Average ESG Rating, a proprietary rating system provided by Frontier Advisors Pty Ltd, is also used to assess the sustainability performance of investments.</p> <p>Further information on both these measurements is provided under Priority 2, below.</p>
Policy	<p>Investment policy renewal has been restructured into two stages: the traditional Investment Policy and a separate Sustainable Investment Statement.</p> <p>Further information on renewal of the University’s Investment Policy is provided below.</p>
Monitoring	<p>Monash continued to engage independent asset consultant Frontier Advisors Pty Ltd to assess the ESG performance of its managed funds.</p> <p>The Investment Advisory Committee, a subcommittee of the Resources and Finance Committee of Council, met with each of the University’s fund managers during 2024 in relation to a range of investment matters and considerations, including alignment with ESG principles. No concerns emerged from these meetings.</p>
Leadership and Action	<p>Monash continued to expand its investments into private equity type funds that incorporate ESG-integrated, sustainable thematic and impact investments.</p>

### REDUCING CARBON INTENSITY OF INVESTMENTS

Monash University utilises a variety of ways to reduce the carbon intensity of its portfolios. These include:

- > allocating funds to a low-carbon global equities product;
- > explicitly excluding thermal coal (as well as cluster bombs, landmines and tobacco) from fund allocations;
- > use of thematic and impact investing in SDG-aligned funds that foster positive, sustainable impact and deliver equivalent risk adjusted returns, including investing in renewable energy infrastructure;
- > carbon targets for investments, with a trajectory to achieve net zero across externally managed investments by 2050; and
- > engaging with fund managers on ESG matters and through the use of proxy voting rights.

**NOTE:** Decarbonisation of the portfolio may not be linear. Supporting the transition towards renewable energy may at times require investing in high carbon emitters that are pivoting towards energy transition.

### DEVELOPMENT OF A SUSTAINABLE INVESTMENT STATEMENT

Subsequent to a comprehensive review and benchmarking program detailed in the 2023 ESG Report, Monash revised the renewal of its investment policy in 2024, incorporating the development of a Sustainable Investment Statement as well as investment policy for the Monash Group.

The Sustainable Investment Statement, to be developed in 2025-26, will focus on:

- > clear ESG priorities and requirements;
- > increasing expectations around ESG reporting from the UN Principles of Responsible Investing (PRI) and the Monash community; and
- > improving the alignment of the investment portfolio to the University’s strategic plan and responsible investing practices.

# PRIORITY 2: Annual reporting on climate alignment progress of investments

**Monash will report annually on its progress to improve the climate alignment of its investments as part of the University's broader responsible investment and Sustainable Development Goals (SDG) reporting processes.**

Monash utilises two key metrics to assess its progress on improving the climate alignment of its managed funds:

- > Weighted Average Carbon Intensity; and
- > Frontier ESG Rating.

## WEIGHTED AVERAGE CARBON INTENSITY

Weighted Average Carbon Intensity (WACI) estimates the exposure of an investment category to carbon-intensive companies, based on the companies' emissions and financial performance. WACI is expressed in tons of greenhouse gas converted to carbon dioxide emissions using the greenhouse gas protocol per million sales (tCO<sub>2</sub>e/\$Sales).

As WACI is calculated according to the data available for the relevant investment category, the more transparent the data within a particular category, the more reliable the WACI score can be assumed to be for that category.

Monash further reduced its investment exposure to carbon intensive companies in 2024. The WACI score for the University's overall measurable investment portfolio on 31 December 2024 was 95.85t CO<sub>2</sub>e per \$million sales. This represented a 13.6 per cent improvement on the previous year.

FIGURE 8.1: WEIGHTED AVERAGE CARBON INTENSITY BY INVESTMENT CATEGORY



NOTE: WACI scores for 2023 for investment categories in Figure 8.1 have been restated from previous annual reporting due to errors identified after the 2023 ESG Report was published.

The University also continued to work with its fund managers to improve the visibility of data across investment categories. This produced minor improvements in data availability for the Australian Equities and Corporate Debt portfolios in 2024. Data reporting for Corporate Debt continues to be limited.

TABLE 8.2: DATA AVAILABILITY FOR WACI ASSESSMENT, 2023-2024

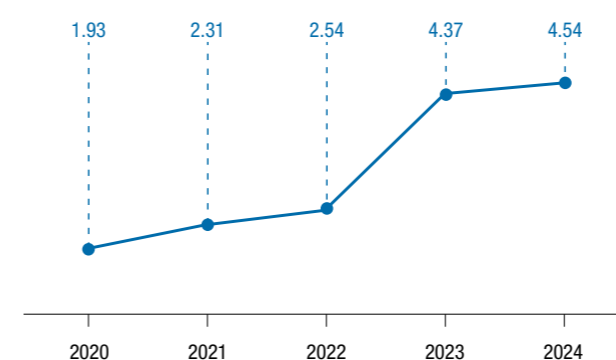
CATEGORY	2023	2024
AUSTRALIAN EQUITIES	97.7%	98.2%
INTERNATIONAL EQUITIES	99.4%	98.6%
CORPORATE DEBT	43.5%	46.3%
LISTED PROPERTY & INFRASTRUCTURE	99.7%	99.8%
MEASURABLE INVESTMENT PORTFOLIO	87.1%	90.1%

## FRONTIER ESG RATING

In addition to WACI, Monash measures the ESG performance of its managed funds using a five-star rating system provided by independent asset consultant Frontier Advisors.

The Frontier Weighted Average Rating of the managed fund portfolio improved to 4.54 stars 2024 (2023: 4.37). This brought the total proportion of funds assessed as 4-stars or better to 88 per cent (2023: 83 per cent, 2022: 34 per cent). Much of this improvement was driven by reallocating approximately \$500 million into a 5-star ESG-rated low-carbon fund.

FIGURE 8.2: FRONTIER WEIGHTED AVERAGE ESG RATING, 2020-2024



A summary of the Weighted Average ESG Rating assigned by Frontier to each fund manager in the University's portfolio as at 31 December 2024 is provided in Table 8.3.

TABLE 8.3: WEIGHTED AVERAGE ESG RATING BY FUND MANAGER, 2024

FUND	ASSET CLASS	FUM (\$m)	% OF FUM	ESG STAR-RATING
First Sentier Australian Small Caps	Australian Equities	51.8	4%	★★★★★
Russel Low Carbon Aus Shares	Australian Equities	318.3	23%	★★★★★
Russel Low Carbon Global Shares	International Equities	585.7	43%	★★★★★
Skerryvore	International Equities (EM)	56.7	4%	★★★★★
Harbour Vest	Opportunistic	11.8	1%	★★★★★
Macquarie True Index Listed Infrastructure	Infrastructure	28.6	2%	★★★★★
Barings Global Loan Fund	Alternative Debt	56.0	4%	★★★★★
CIP Asset Management Credit Income	Alternative Debt	58.9	4%	★★★★★
Macquarie True Index Australian Fixed Interest	Core Fixed Interest	70.9	5%	★★★★★
Dexus Community Infrastructure Fund	Infrastructure	36.4	3%	★★★★★
PIMCO ESG Global Bonds Fund	Core Fixed Interest	75.1	5%	★★★★★
Benefit Street Partners Dislocation Fund	Opportunistic	26.0	2%	Not rated



# ENGAGEMENT

Building a sustainable future is the most pressing challenge confronting communities globally. Governments and industry worldwide are searching for answers to help them meet this challenge. The University will mobilise governments, industry and communities to adopt sustainable practice.

## ESG commitments

1. Monash Technology Precinct investment
2. Sustainability leadership in South East Melbourne
3. Foster Pacific engagement on sustainability

## SUMMARY STATEMENT

Monash strengthened its role as a catalyst for innovation and sustainability engagement with the opening of Monash Innovation Labs and the Moderna Technology Centre. The Net Zero Precincts project drove engagement with the South East Melbourne region, launching its first cycle of experiments to explore how communities can work and live sustainably and accelerate the transition to low carbon futures.

Monash hosted an array of programs to promote sustainable practice, social justice and good governance in the Pacific throughout 2024, including agreements through the Pacific Actions for Climate Transitions (PACT) research centre to support Nauru and Papua New Guinea to adapt to climate change and with Tertiary Scholarships and Loan Scheme in Fiji to co-fund Fijian PhD student enrolments in Australia. Monash also hosted the Australian debut of the World Health Summit Regional Meeting, which focused on the future of health in the Asia Pacific.

# PRIORITY 1: Monash Technology Precinct

The University will leverage its position as a critical mass of research, education and innovation to attract investment to the Monash Technology Precinct.

## THE MONASH TECHNOLOGY PRECINCT

The Monash Technology Precinct (MTP) centres on the University's Clayton campus and is the epicentre of Victoria's largest employment and innovation cluster outside the Melbourne CBD, home to more than 13,000 businesses, 115,000 jobs and contributing more than \$11.5 billion into the Victorian economy annually.

Throughout 2024 the University led an array of activities to expand the impact and reputation of the MTP.

## MONASH INNOVATION LABS

In March 2024 the University officially opened the Monash Innovation Labs, a growth and development ecosystem on the Clayton campus to provide businesses with access to tailored office and laboratory spaces, smart manufacturing and processing labs, research platforms as well as Monash research expertise and talent. The 1027 square metre space achieved 75 per cent occupancy within six months of opening, hosting licencees that included:

- > Electralith, a Monash spinout exploring technology for clean lithium extraction and refining;
- > Enzide Technologies, a venture developing advanced plastics that utilise bioengineered enzymes to improve their biodegradability; and
- > Jupiter Ionics, a Monash spinout developing electrochemical cells produce green ammonia using only water, air and renewable energy, with no CO2 emissions.

## SUBURBAN RAIL LOOP PRECINCT PLANNING

Monash engaged with the Suburban Rail Loop Authority (SRLA) extensively to inform planning on the development surrounding the future Monash SRL station, which is scheduled to open in 2035. This included hosting SRLA representatives on guided tours of the campus site, participating in precinct planning workshops, as well as submitting a formal response to the SRL Authority Precinct Vision. The submission identified key surrounding sites to expand the University's enterprise and partnership commitments.

## GLOBAL INSTITUTE ON INNOVATION DISTRICTS

Monash joined the Steering Committee of the Global Institute on Innovation Districts (GIID), which partners with leading international institutions, including the Brookings Institution and the World Economic Forum, to advance global best practices across 45 innovation districts in 15 countries. Monash is the only Australian innovation precinct to be represented on the Steering Committee.

A GIID research brief, 'Innovation Districts and the Centrality of Land', recognised the MTP as an example of how effective land planning and zoning activities could enable innovation and foster a thriving, multipurpose ecosystem.

## OTHER SIGNATURE MTP PROGRAMS

A summary of progress on other signature Monash University projects crucial to driving innovation and collaboration in the MTP is provided in Table 9.1.

TABLE 9.1: SIGNATURE MTP PROGRAMS

PROGRAM	SUMMARY
Monash Precinct Network	<p>The Monash Precinct Network (MPN) is a non-profit multi-partner organisation co-founded by the University to accelerate engagement and innovation with industry, education, research, government and supply chains in the MTP and Greater South East Melbourne.</p> <p>In 2024, the MPN launched a study investigating how emerging companies select their locations for their operations, building the intelligence needed to position the future Monash SRL station as a magnet for job-creating enterprises.</p>
Moderna Technology Centre	<p>The Moderna Technology Centre, the first large-scale mRNA production facility in the Southern Hemisphere – and the first in the world to be built on a university campus – opened at the corner of Blackburn and Wellington roads in December 2024.</p> <p>The facility will greatly enhance Australia's medical R&amp;D, clinical trials and global supply chain access, with a focus on vaccines for COVID-19, influenza and respiratory syncytial virus (RSV), subject to regulatory approval.</p>
ARC Research Hub for Infrastructure Net Zero	<p>The ARC Research Hub for Infrastructure Net Zero will focus on integrating digital technologies – including robotics and AI – to decarbonise large-scale infrastructure engineering and construction processes, helping these industries to accelerate towards net zero emissions.</p> <p>The ARC is investing \$5 million into the project over five years under the ARC Industrial Transformation Research Program, with further funding allocated by Monash University and partners, including nine national and international universities and 21 industry and government partners.</p>
Victorian Higher Education State Investment Fund (VHESIF)	<p>Monash continued to roll out key projects in the MTP supported by \$82 million in funding through VHESIF.</p> <p>The Hon Ben Carroll attended the opening of the Medicines Manufacturing Innovation Centre (MMIC) in July. MMIC now operates from a dedicated on-site facility and continues its research partnership with the Australian Nuclear Science and Technology Organisation.</p> <p>Further work continued on the development of the Victorian Health Innovation Centre, a dedicated research accelerator located close to the Victorian Heart Hospital that focuses on cardiovascular health.</p>
The Generator	<p>The Generator, the University's hub for nurturing entrepreneurial skills, startup success and to promote a change-making community engaged more than 3,890 students in entrepreneurial, innovation and mentorship experiences.</p> <p>Throughout the year the initiative, including the Accelerator program and pre-Accelerator programs like Researcher to Innovator and Startup Sprint, supported 105 startup projects and represented 205 startup founders.</p>

## ENGAGING WITH GOVERNMENT

In 2024, Monash University hosted more than 135 government representatives at its Australian campuses, including heads of state, ministers, parliamentarians and departmental leaders. The overwhelming majority of these visits were hosted at the Clayton campus.

A key event was the visit by Hon Shri Dharmendra Pradhan, Indian Minister of Education, and the Hon Jason Clare MP, Australian Minister for Education for the launch the Monash India Plan. The plan sets out a vision to enhance education initiatives, expand student mobility and strengthen connections between academia and industry in areas such as sustainable development, digital transformation and healthcare innovation.



## Commercialisation

Over the year, the University completed 15 new deals with external parties to licence the use of Monash intellectual property and generated \$7.3 million in commercial revenue.

FIGURE 9.1: NEW DEALS, 2020-2024

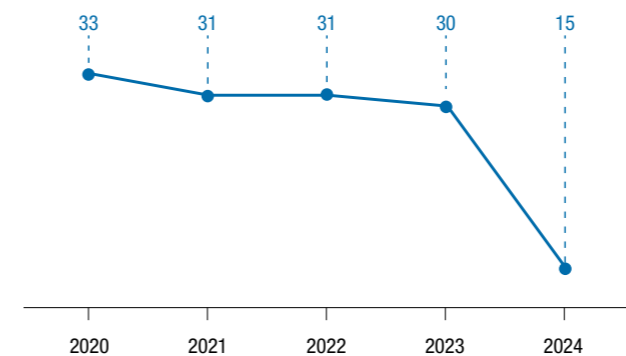
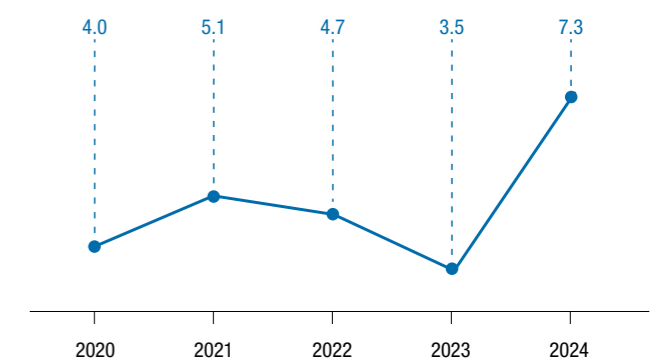
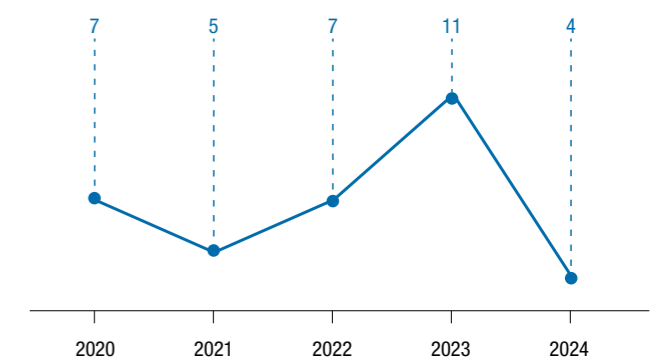


FIGURE 9.2: COMMERCIALISATION REVENUE, 2020-2024



Four new spinouts based on Monash intellectual property (IP) were created. This brings the total number of active spinouts based on Monash IP to 45 companies, with the University owning equity in 29 companies.

FIGURE 9.3: SPINOUTS AND START-UPS, 2020-2024



# PRIORITY 2: Sustainability Leadership in South East Melbourne

**Building on relationships with key stakeholders such as Greater South East Melbourne, the University will establish a participatory process to engage key stakeholders to drive adoption of environmental and social principles in South East Melbourne and further progress collaborative development of local water, waste and energy solutions.**

Monash continued its engagement with the Greater South East Melbourne (GSEM) group of local councils, representing Cardinia and Mornington Peninsula shires and the cities of Casey, Frankston, Greater Dandenong, Kingston, Knox and Monash.

## NET ZERO PRECINCTS

Net Zero Precincts is a four-year ARC Linkage project led by the Monash Sustainable Development Institute in collaboration with partners ENGIE, the City of Monash and City of Greater Dandenong, ICLEI Oceania, CSIRO, Energy Efficiency Council and Swinburne University to support urban regions achieve net zero emissions. The project utilises the Monash Precinct as an action-oriented “Living Lab” ecosystem to experiment, test and learn how net zero can be achieved in a real-world setting.

In 2024 the Net Zero Precincts project launched its first cycle of eight experiments, each exploring how communities can work and live sustainably and accelerate the transition to low carbon futures. The eight experiments focused on:

- > retrofitting residential homes;
- > enhancing public transport planning;
- > building circular waste systems;
- > supporting safe cycling;
- > increasing transition governance capacity;
- > building net zero visualisation; and
- > running a research, experience and discovery (RED) program that provides learning opportunities for undergraduate students while extending the experiments' potential.

The project has since grown to encompass 10 experiments. A summary of outcomes emerging from these experiments was published in the Net Zero Precincts Stage 3 Report.

# PRIORITY 3: Sustainability engagement in the Pacific

**The University will develop a Pacific engagement plan to coordinate its regional efforts to promote action on sustainable practice, social justice and good governance.**

A summary of key engagement activities undertaken by Monash to promote sustainable practice, social justice and good governance in the Pacific region is provided in Table 9.2.

TABLE 9.2: KEY ENGAGEMENT ACTIVITIES IN THE PACIFIC REGION, 2024

ACTIVITY	SUMMARY
Pacific Actions for Climate Transitions (PACT) research centre	<ul style="list-style-type: none"> <li>&gt; Collaboration with Government of Fiji and Fiji National University.</li> <li>&gt; New partnership with Secretariat of the Pacific Regional Environment Programme to support Nauru in completing its national climate change adaptation plan and access finance from the Green Climate Fund.</li> <li>&gt; Memorandum of Understanding with the Climate Change and Development Authority of Papua New Guinea to help the nation access climate finance and build broader climate change resilience.</li> <li>&gt; Research Training Collaboration established to share research expertise as well as support staff and student exchange.</li> </ul>
Tertiary Scholarships and Loan Scheme (TSLS) of Fiji	<ul style="list-style-type: none"> <li>&gt; Monash-TSLS agreement signed to co-fund Fijian PhD student enrolments at Monash Australia.</li> <li>&gt; Additional funding for 15 undergraduate students, making Monash one of the largest receivers of students from this sponsor.</li> </ul>
World Health Summit Regional Meeting 2024	<ul style="list-style-type: none"> <li>&gt; Three-day Summit focused on the future of health in the Asia Pacific, hosted by the Faculty of Medicine, Nursing and Health Sciences for its Australian debut.</li> <li>&gt; More than 1250 delegates convened from more than 40 nations, featuring hundreds of speakers across 40 sessions.</li> <li>&gt; Notable speakers included Saia Ma'u Piukala, Regional Director for the Western Pacific, World Health Organization; Atonio Rabici Lalabalavu, Fiji's Minister of Health and Medical Services; and Ajay Tandon, Lead Economist at World Bank.</li> </ul>
2024 Sustainable Development for Thriving Communities Conference	<ul style="list-style-type: none"> <li>&gt; Partnership between Centre for Development Economics and Sustainability (Monash Business School), Monash Indonesia and Monash University Malaysia with the World Bank's East Asia and Pacific Chief Economist Research Center and the Asian Development Bank Institute. Hosted at Monash Indonesia campus in Bumi Serpong Damai.</li> <li>&gt; Event focused climate change adaptation, renewable energy, sustainable agriculture, and inclusive economic development.</li> </ul>
UN Sustainable Development Solutions Network Australia, New Zealand & Pacific (SDSN AusNZPac)	<ul style="list-style-type: none"> <li>&gt; Hosted and led by Monash Sustainable Development Institute (MSDI)</li> <li>&gt; Network of &gt;40 member higher education and civil organisations across Asia-Pacific, including Samoa, Vanuatu and Fiji to mobilise SDG action.</li> <li>&gt; Co-led (with Australasian Campuses Transitioning Sustainably) new peer support group for member institutions to accelerate regional efforts to mainstream education for sustainability and the SDGs.</li> <li>&gt; Joint statement with UN Global Compact Network Australia (UNGCNA) urging the Australian Government to support efforts to strengthen global cooperation at the UN 2024 Summit of the Future, including continuation of the SDGs beyond 2030, focus on youth and future generations, and going beyond GDP.</li> </ul>
2024 Conference of the Parties of the UN Framework Convention on Climate Change (COP29)	<ul style="list-style-type: none"> <li>&gt; Monash delegation of climate experts attended the COP29 event in Baku, Azerbaijan, in November 2024.</li> <li>&gt; Monash themes at COP29 focused on activities in the Indo-Pacific related to:               <ul style="list-style-type: none"> <li>– Climate and Health</li> <li>– Indigenous Wisdom</li> <li>– Education and Youth</li> <li>– Just Energy Transition</li> <li>– Water and Oceans</li> <li>– Climate Adaptation</li> </ul> </li> </ul>

ACTIVITY	SUMMARY
Global Immersion Guarantee	<ul style="list-style-type: none"> <li>&gt; 1806 students took part in 2024, up 45% on participation in 2023.</li> <li>&gt; Strong growth in participation in sustainability-related programs in Fiji, Samoa and Vanuatu.</li> <li>&gt; More information on the Global Immersion Guarantee is available in the Teaching section of this report.</li> </ul>
Revitalising Informal Settlements and their Environments (RISE)	<ul style="list-style-type: none"> <li>&gt; RISE Symposium held in Suva with Fiji's Ministry of Housing and Fiji National University to explore opportunities to amplify project impact. Attended by representatives from 30 organisations spanning government ministries, academic institutes, non-profits, development agencies, faith-based organisations and community groups.</li> <li>&gt; First successful completion of novel community upgrades in Makassar, Indonesia, to improve access to critical sanitation and water services were delivered to &gt;1400 residents across 325 households.</li> </ul>
World Mosquito Program (WMP)	<ul style="list-style-type: none"> <li>&gt; New stage of partnership with funding from Department of Foreign Affairs and Trade's (DFAT) Partners for a Healthy Region initiative, enabling WMP to conduct work in Kiribati, Timor-Leste and Indonesia.</li> <li>&gt; Renewal of partnership with Kiribati Ministry of Health and Medical Services to enable wolbachia mosquito deployments to approximately 50,000 people in South Tarawa.</li> <li>&gt; Launch of Phase 2 in Indonesian communities in Semarang, Kupang, West Java and Jakarta Barat, with funding by Indonesian national and regional governments DFAT.</li> <li>&gt; Expansion to Païta, the fourth city in New Caledonia, driven by strong partnerships with the Government of New Caledonia, Institut Pasteur and support from public and private organisations.</li> </ul>
Pacific Islands Virtual Online Training in Surgery (PIVOTS) program	<ul style="list-style-type: none"> <li>&gt; Virtual surgical training program for Pacific Island surgeons, developed by Department of Paediatrics (Monash School of Clinical Sciences) researcher in collaboration with Fiji National University and Royal Australasian College of Surgeons (RACS) .</li> <li>&gt; Funding support from RACS Global Health Pacific Islands Program.</li> <li>&gt; Delivered to ~200 surgeons in Fiji, PNG, Solomon Islands, Samoa, Vanuatu.</li> </ul>
ARC Centre of Excellence for the Elimination of Violence Against Women (CEVAW)	<ul style="list-style-type: none"> <li>&gt; World's first centre to address the full range of forms of violence against women in Australia and the Indo-Pacific region. Hosted by Monash University and officially opened in 2024.</li> <li>&gt; 13 chief investigators across six Australian institutions, 14 partner investigators worldwide and 35 partner organisations.</li> <li>&gt; 2024 Inaugural CEVAW Symposium, hosted in Naarm (Melbourne), brought together researchers, policymakers, practitioners, and advocates to discuss pressing issues related to gender-based violence.</li> </ul>
National Environment Service (NES) of the Cook Islands	<ul style="list-style-type: none"> <li>&gt; Faculty of Law signed agreement with the NES to support team of students to undertake research and provide reviewing support for Cook Islands delegation in the Intergovernmental Negotiating Committee on Plastic Pollution including in the marine environment.</li> </ul>



# APPENDICES

## APPENDIX 1: ESG & Estates Committee Terms of Reference

### 1. OVERALL PURPOSE AND OBJECTIVES

- 1.1. The ESG & Estates Committee (the "Committee") shall be appointed by Council to assist Council in discharging its responsibilities in:
- a. planning and managing the University's estate, and
  - b. overseeing the implementation of the University's commitment to the United Nations' Sustainable Development Goals, and
  - c. ensuring the University is meeting environmental, social and governance obligations, relating to sustainability.

### 2. AUTHORITY

- 2.1. The Committee is a Standing Committee of Council, established pursuant to Schedule 1, Clause 15(1) of the Monash University Act 2009.
- 2.2. The Committee has delegated authority from Council in accordance with Section 18(1)(b) of the Monash University Act 2009, in respect of the functions and powers set out in these Terms of Reference.
- 2.3. In exercising their responsibilities and in carrying out their functions and duties, the Committee must at all times act in accordance with the provisions set out under Section 15 of the Monash University Act 2009 and in the Monash University Council Charter, including obligations in respect of confidentiality and conflict of interest.

### 3. MEMBERSHIP

- 3.1 Categories of membership

CLASS	SUMMARY
Committee Member	The Chancellor (ex officio)
	The Vice-Chancellor & President (ex officio)
	At least two Council members
	Two University Professors, one with architecture expertise and the other with expertise relevant to ESG
In attendance	Two external members, one with architecture expertise and the other with expertise relevant to ESG
	Senior Vice-President & Chief Operating Officer
	Senior Vice-President & Chief Financial Officer
Secretary	University Architect
	Executive Director, Buildings and Property Division

- 3.2 The Committee must comply with composition rules that exist in the Act and Monash University (Council) Regulations.

- 3.3 Chairperson  
The Chairperson will be an appointed member of Council who is appointed by Council on the recommendation of Membership Committee.  
In the event the Chair is unavailable at short notice (for any reason) at the appointed time for the commencement of a meeting, then members in attendance can select another member, who must be a Council member to become the Chair for the meeting.
- 3.4 Council Members  
Each year Council members are invited to nominate for membership of Committees of Council. Nominations are considered by Membership Committee and recommendations on membership forwarded to Council for its consideration and approval.  
The duration of term shall be one year or until Membership Committee and Council have considered and approved revised memberships, whichever is later.  
In the event that Council member positions become vacant outside of annual membership process managed by the Membership Committee, Council will appoint a new member.  
Given the long-term nature of master planning, the Membership Committee shall give consideration to continuity of service by members of the Committee.
- 3.5 Other Committee Members  
For University Members: Duration of service in relevant position. A maximum duration of appointment of six years shall apply to:  
> The two external members, one with architecture expertise and the other with expertise relevant to ESG – two 3-year terms.  
In the event that the external member with architecture expertise is the Victorian Government Architect, the duration of service for that Committee member shall extend for their term as Victorian Government Architect.
- 3.6 Co-option of members  
The Committee may co-opt additional persons, whether or not members of Council, who have expertise of particular value to the Committee's proceedings.  
Approval of each such co-option shall be reported to the Council meeting following the decision to co-opt. At least one third of the members of the Committee must be Council members and thus any such co-option is made subject to this requirement.
- 3.7 Observers  
Others may be invited to attend meetings as observers from time to time at the discretion of the Chair. Observers will not be actively involved in the deliberations of the Committee unless invited by the Chair.

## 4. ROLES AND RESPONSIBILITIES

The Committee shall:

- 4.1 Values and Vision
- 4.1.1. Oversee the implementation of the University's commitment to the United Nations' Sustainable Development Goals and to be a leader in meeting environmental, social and governance obligations.
- 4.1.2. Provide oversight to ensure that the vision embodied in the campus master plans is expressed in new buildings, major refurbishments and enhancements to campus public spaces.
- 4.1.3. Oversee the development of the physical form (including design) and infrastructure of the estate to ensure the campuses effectively enable and support the core current and future pursuits of the University (teaching, research and engagement) in an environmentally and financially sustainable manner.
- 4.2 Environment, Social and Governance Obligations
- 4.2.1. Oversee the periodic review of the University's Environmental, Social and Governance (ESG) Statement.
- 4.2.2. Receive and consider reports from management on the implementation of the ESG Statement, including the incorporation of ESG principles into the University's planning, budgeting and reporting frameworks and its investment decisions.
- 4.2.3. Review at least annually reports from management that:
- identify any material risks relating to achievement of the University's commitment to the United Nations' Sustainable Development Goals, or its environmental, social and governance obligations relating to sustainability that are within the Committee's purpose and objectives,
  - articulate the risk management strategies, controls and assurance applied to these risks, and
  - set out how these risks are captured and considered in the University's Group Risk Profile and Operational Risk Profile.
- 4.2.4. Review and recommend to Council for approval disclosures regarding the University's progress in implementing the ESG Statement and the Sustainable Development Goals in the Annual Report and other public documents, including reviewing verification and assurance processes for their disclosure.
- 4.2.5. Review and recommend to the Council for approval the University's annual reporting against the Modern Slavery Act.
- 4.3 Masterplans
- 4.3.1. Maintain, endorse and oversee 5-yearly reviews of Campus Master Plans.

- 4.3.2. Monitor and report to Council on University building developments as they relate to the Campus Master Plans.
- 4.3.3. Monitor and report to Council on issues relating to heritage listing.
- 4.4 Architects and Designers
- 4.4.1. Endorse the policy framework for the selection of architects, planners and designers.
- 4.5 Property Management and Development
- 4.5.1. Provide oversight to ensure that all relevant Council and management committees and activities in property management and development – for example land and property acquisitions – are undertaken in accordance with the aims and objectives of the overall campus master-planning framework.
- 4.5.2. The Committee's purview includes all domestic and international campuses, including non-university buildings on University campuses. In those cases where the physical infrastructure of a University campus or off-campus site is wholly owned by third-parties, the Committee's oversight is advisory.

## 5. MEETINGS

- 5.1 Frequency of meetings  
Meetings shall be held as required to consider any matters falling within these Terms of Reference. Meetings shall normally be held four times a year. Special meetings are permitted with approval from the Chair.
- 5.2 Quorum and Decision-Making  
The quorum necessary for transaction of business is four members of the Committee, including at least one member of Council other than the Chancellor and Vice-Chancellor. Meetings shall not proceed if a quorum is not present within half an hour after the appointed commencement time of the meeting.  
Committee members are expected to contribute to the Committee quorum and, unless a conflict of interest exists, can vote on items of business.  
A decision is deemed to have been passed at a meeting if the majority of members in attendance support the recommendation. In the event that members' votes result in a tie (50% each way), the Chair will have the casting vote.
- 5.3 Meeting Conduct  
The Chair is responsible for the conduct of the meeting in accordance with the Monash University Council Charter, article 7.3.

- 5.4 Use of Technology  
A meeting may be convened or held using any technology, agreed upon by the Chair of the Committee. Members located at another physical location are deemed to be present at the meeting, if they are connected by such technology.
- 5.5 Notice of a Meeting  
The Secretary must give at least 7 days' notice of a meeting of the Committee to each member, specifying the time, place and agenda of the meeting.  
The period of notice specified in this clause may be dispensed with in the case of a meeting called by the Chair as a matter of urgency.
- 5.6 Minutes  
The Secretary of the Committee shall circulate minutes of Committee meetings to all members of the Committee.
- 5.7 Resolutions without a Meeting  
If the Chair determines that a matter is urgent and cannot wait until the next scheduled meeting, documentation and a recommendation may be circulated via email to all members for consideration, on the terms set by the Chair. If a majority of members support the recommendation, it will be deemed to have been passed at a meeting of the Committee. The results of all resolutions will be reported at the next ordinary meeting of the Committee.

## 6. REPORTING TO COUNCIL

Following each meeting, the Committee shall submit a written report to the next meeting of Council.  
The Chair shall use the report as a basis for an oral presentation to Council on major decisions and outcomes from each meeting of the Committee.

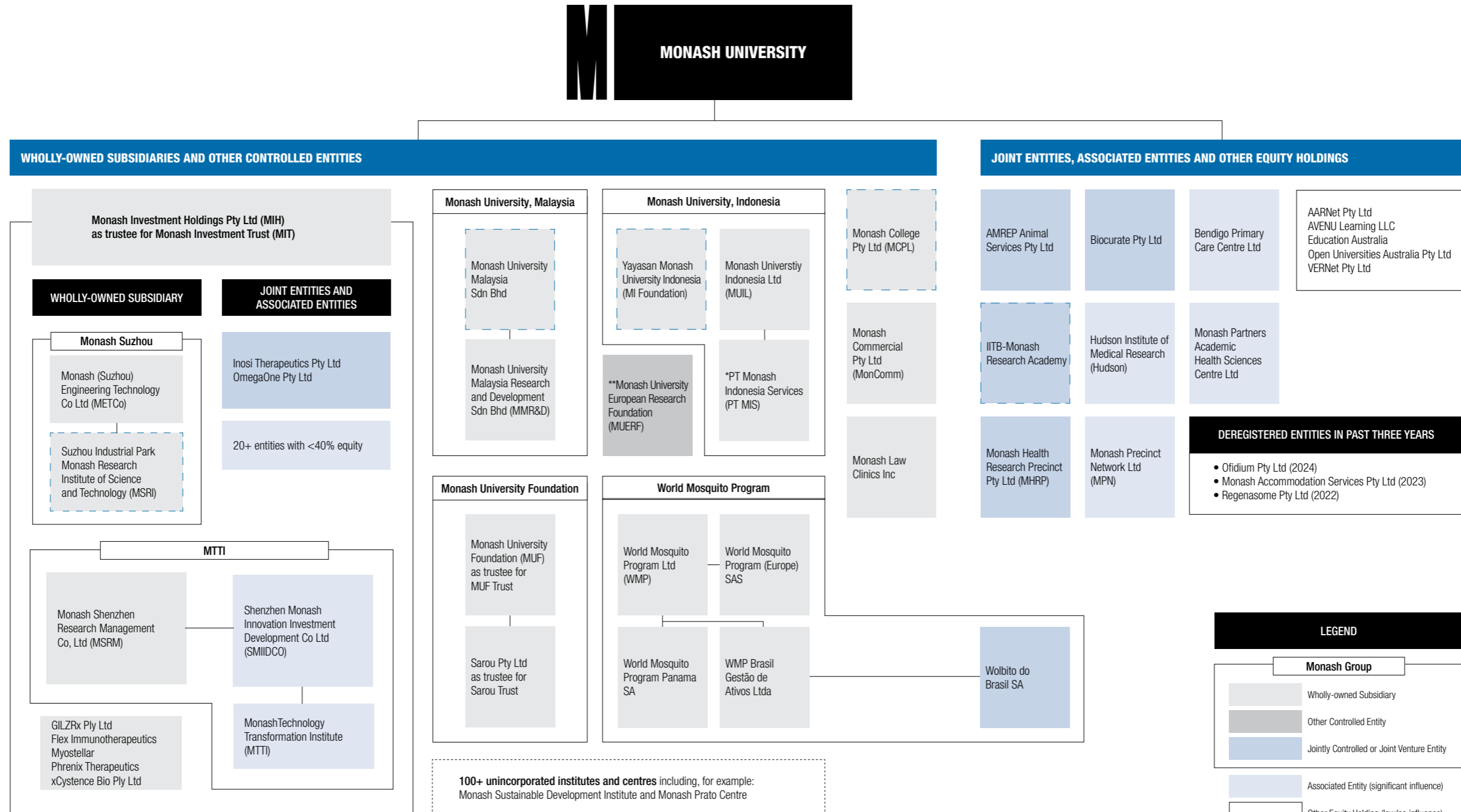
## 7. REVIEW OF TERMS OF REFERENCE

The Committee shall review the Terms of Reference annually and submit any proposed changes to Council for approval.

# APPENDIX 2: Overall governance and management

## Monash Group structure

as at 31 December 2024



### NOTES:

- > (Controlled) Subsidiaries are those in which Monash is not the sole shareholder but has more than 50 per cent equity (i.e. control)
- > Jointly Controlled and Joint Venture Entities are those that have contractual arrangements that ensure control (or veto) in partnership with another shareholder
- > Associated entities are typically between 20-50 per cent owned with the ability to exert significant influence over decisions, policies, etc.

- > Other equity holdings are typically below 20 per cent owned
- > \*PT MIS is listed as wholly-owned but has two shareholders, MU and MUIL (that is, the University has full control)
- > \*\*MUERF is independent of the University. MUERF is governed by its Steering Council with Monash University being the sole member
- > DEREGISTERED ENTITIES IN 2024:
  - Ofidium Pty Ltd (10 July 2024) – Jointly Controlled
  - Pio Therapeutics Pty Ltd (15.3 per cent stake sold in 2024) – Associated Entity

# APPENDIX 3: Sustainability data

NOTE: The Scope 3 figures in this report are based on a more complete dataset than those published in Monash University's 2024 Annual Report to Parliament, reflecting data that was not available at the time of that submission. Scope 1 figures have also been updated to incorporate invoice data received after the annual reporting cut-off.

Campuses marked in italics are defined as the Net Zero boundary.

## ENERGY

FACILITY	TOTAL ENERGY(GJ)					CHANGE IN ENERGY (%) 2023-2024
	2020	2021	2022	2023	2024	
<i>Caulfield</i>	66,787	69,244	76,259	70,769	80,706	14.0
<i>Clayton</i>	491,745	502,958	551,040	550,763	519,242	-5.7
Gippsland (MARP)	12,625	10,346	7,337	8,748	10,173	16.3
<i>Parkville</i>	41,266	41,611	43,519	42,004	43,619	3.8
<i>Peninsula</i>	20,492	22,734	26,673	24,512	25,132	2.5
The Alfred hospital	23,285	23,233	23,520	23,372	22,712	-2.8
Monash Medical Centre	2,514	2,621	2,934	2,847	2,792	-1.9
Monash College	8,861	12,705	19,264	25,840	28,545	10.5
Melbourne City Sites				3,103	3,451	11.2
Monash Rural Health				6,614	6,430	-2.8
Monash Uni Foundation				7,578	6,178	-18.5
Other (prev. Monash City Sites, Rural Health & MU Foundation) and Retail, Childcare, Residential, Research and Office space adjacent to main campuses	11,680	2,808	27,535	27,880	12,037	N/A
<b>Total (net zero boundary)</b>	<b>620,290</b>	<b>636,547</b>	<b>697,491</b>	<b>688,047</b>	<b>668,699</b>	<b>-2.8</b>
<b>Total</b>	<b>679,255</b>	<b>688,260</b>	<b>778,081</b>	<b>794,029</b>	<b>761,017</b>	<b>-4.2</b>

## EMISSIONS

SCOPE		2019	2020	2021	2022	2023	2024
Scope 1: On-site emissions from gas and fuel combustion, and the use of refrigerants		22,137	20,385	21,757	23,242	25,278	23,898
Scope 2: Indirect emissions from generating imported electricity	Location-based reporting	110,101	92,992	95,516	88,620	84,646	87,981
	Market-based reporting	70,078	46,067	41,423	24,809	20,924	17,162
Scope 3: Indirect emissions from our value chain		75,849	34,030	23,312	218,687	264,680	295,068
<b>TOTAL EMISSIONS (Market-based)</b>		<b>208,087</b>	<b>147,407</b>	<b>140,585</b>	<b>330,549</b>	<b>310,882</b>	<b>336,128</b>
Offsets purchased to cover car fleet and flight emissions						415	10,411
<b>Total Emissions with (including Offsets)</b>		<b>168,064</b>	<b>100,482</b>	<b>86,492</b>	<b>266,738</b>	<b>310,467</b>	<b>325,717</b>

NOTE: Flight emissions offset program launched in 2024.

## WATER

FACILITY	TOTAL KILOLITRES (KL) 2018-19	TOTAL KILOLITRES (KL) 2020	TOTAL KILOLITRES (KL) 2021	TOTAL KILOLITRES (KL) 2022	TOTAL KILOLITRES (KL) 2023	TOTAL KILOLITRES (KL) 2024	CHANGE IN WATER CONSUMPTION (%)
Caulfield	49,078	27,426	28,161	31,566	15,932	8,878	-44.3%
Clayton	518,706	286,744	291,309	345,726	407,022	388,765	-4.5%
Parkville	10,479	8,737	6,259	7,450	7,562	7,443	-1.6%
Peninsula	26,395	20,293	16,691	25,823	28,914	28,449	-1.6%
Other	4,115	12,347	16,450	21,804	21,384	19,275	-9.9%
<b>Total</b>	<b>608,773</b>	<b>355,547</b>	<b>358,870</b>	<b>432,369</b>	<b>480,815</b>	<b>452,810</b>	<b>-6%</b>

## HARVESTED WATER

FACILITY	TOTAL KILOLITRES (KL) 2021	TOTAL KILOLITRES (KL) 2022	TOTAL KILOLITRES (KL) 2023	TOTAL KILOLITRES (KL) 2023	CHANGE IN HARVESTED WATER (%)
Caulfield	6,800	8,259	3,574	5,147	44.0%
Clayton	43,400	76,742	107,653	130,423	21.2%
Peninsula	2,400	2,106	2,154	3,076	42.8%
<b>Total</b>	<b>52,600</b>	<b>87,107</b>	<b>113,381</b>	<b>138,646</b>	<b>22.3%</b>

## WASTE

NOTE: Waste categories marked in italics are defined as Prescribed Industrial Waste.

CATEGORY	2023 (TONNES)	2024 (TONNES)	% OF 2024 TOTAL WASTE
Landfill	1,834.3	1,732.7	47.1%
Commingle	227.0	226.6	6.2%
Cardboard	309.6	308.2	8.4%
Paper	67.2	64.8	1.8%
Confidential	22.3	48.6	1.3%
Organics	13.9	27.5	0.7%
Soft Plastic	0.4	0.4	0.0%
Pallet Recycle	89.5	63.2	1.7%
Metal	115.0	111.9	3.0%
Soils and Sludge	11.8	14.0	0.4%
Battery Alkaline	2.2	3.6	0.1%
Lamps / Fluorescent	1.2	1.4	0.0%
eWaste	2.9	11.8	0.3%
Organic Solvents	7.0	6.4	0.2%
Non Hazardous Liquid	25.4	24.3	0.7%
Drums / Containers	0.2	0.2	0.0%
Gas Cylinders	0.0	0.1	0.0%
Mattress	4.9	3.9	0.1%
EPS Bags	2.6	1.5	0.0%
<i>Septic</i>	<i>0.0</i>	<i>0.0</i>	<i>0.0%</i>
<i>Grease Trap</i>	<i>264.5</i>	<i>549.5</i>	<i>14.9%</i>
<i>Paint</i>	<i>0.1</i>	<i>0.3</i>	<i>0.0%</i>
<i>Solvent Rags</i>	<i>0.0</i>	<i>0.0</i>	<i>0.0%</i>
<i>Chemical / Liquid</i>	<i>25.8</i>	<i>33.6</i>	<i>0.9%</i>
<i>Coolant</i>	<i>0.0</i>	<i>0.0</i>	<i>0.0%</i>
<i>Flammable</i>	<i>0.9</i>	<i>4.2</i>	<i>0.1%</i>
Green Waste	231.7	282.0	7.7%
Residential/ Commercial Soil	17.0	41.9	1.1%
Concrete/Bricks	3.5	19.7	0.5%
Tyres	0.0	0.1	0.0%
Furniture Reuse - Sold	53.0	33.1	0.9%
Furniture Reuse - Free	1.4	0.7	0.0%
eWaste (eSolutions)	83.1	62.5	1.7%
Printer & Toner Cartridges	0.2	0.1	0.0%
<b>Total waste</b>	<b>3,418.4</b>	<b>3,678.4</b>	
<b>Total diverted</b>	<b>1,584.1</b>	<b>1,945.7</b>	<b>53%</b>

NOTE: All waste streams contribute to diversion percentage except landfill.

## PAPER

TYPE	2019	2020	2021	2022	2023	2024
Recycled	28,030	9,524	8,609	10,593	5,292	12,545
Virgin	62,868	13,755	12,740	10,814	15,875	9,503
<b>Total (Reams)</b>	<b>90,898</b>	<b>23,279</b>	<b>21,349</b>	<b>21,407</b>	<b>21,167</b>	<b>22,048</b>

Sharp decline in total paper usage after 2019 reflects behavioural change by staff and students which arose during COVID pandemic and remained following the return to campus.

## SCOPE 1-3 EMISSIONS FOOTPRINT

EMISSION SOURCE	CALCULATED EMISSIONS (tCO <sub>2</sub> -e/yr)
<b>SCOPE 1 DIRECT EMISSIONS</b>	
Natural Gas	17,778
Liquid fuel for transport	269
Liquid fuels for stationary energy	37
Refrigerants	5,704
Commercial Carbon Dioxide	110
<b>TOTAL Scope 1</b>	<b>23,898</b>
<b>SCOPE 2 INDIRECT EMISSIONS</b>	
Electricity - all sites Location-based calculation	87,981
Electricity - all sites Market-based calculation	17,162
<b>TOTAL Scope 2 Location-based</b>	<b>87,981</b>
<b>TOTAL Scope 2 Market-based</b>	<b>17,162</b>
<b>SCOPE 3</b>	
Category 1: Purchased Goods and Services	128,235
Category 2: Capital goods	46,463
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)	3,786
Category 4: Upstream transportation and distribution	2,412
Category 5: Waste generated in operations	3,831
Category 6: Business travel	13,017
Category 7: Employee commuting	42,994
Category 13: Downstream leased assets	10,708
Category 15: Investments	43,622
<b>TOTAL Scope 3</b>	<b>295,068</b>
<b>TOTAL Emissions for Monash University (Using Location-Based Emissions For Scope 2)</b>	<b>406,947</b>
<b>TOTAL Emissions for Monash University (Using Market-Based Emissions For Scope 2)</b>	<b>336,128</b>
<b>EMISSIONS OFFSETS</b>	
Offsets purchased to cover car fleet and flight emissions	10,411
<b>TOTAL OFFSETS</b>	<b>10,411</b>
<b>TOTAL Emissions for Monash University (using Market-based emissions for Scope 2 and including Offsets)</b>	<b>325,717</b>

As indirect emissions from the University's value chain, quantifying emissions data for Scope 3 can be challenging. Scope 3 categories included for 2024 are based on relevance to Monash University's operations and data availability. The University will continue to expand tracking emissions associated with activities in its value chain.

# APPENDIX 4: Gender Equality Action Plan 2022-2025 objectives

STRATEGIES AND MEASURES	STATUS
1.1 Seek talented staff irrespective of gender, sexuality, race, ethnicity, disability, cultural background.	
1.1.1 Promote University's commitment to equity, diversity and inclusion in job advertising.	Complete
1.1.2 Reduce gender bias in job advertising.	Complete
1.1.3 Promote a fair and equitable application experience for candidates of all genders, including Indigenous applicants, people with disability, trans and gender diverse applicants.	Ongoing
1.1.4 Continue to facilitate equitable selection processes through the implementation of assessment of 'Achievement Relative to Opportunity', with focus on academic applicants.	Ongoing
1.2 Enhance Monash University's reputation as an exemplar and inclusive employer of choice.	
1.2.1 Visibly promote Monash as an inclusive workplace for all staff.	Complete
1.2.2 Enhance value proposition on "Inclusive Workplace" website and publish case studies of new hires.	Not started
1.2.3 Maintain membership with Pride in Diversity; Australian Network on Disability; Science in Australia Gender Equity; as well as support for 'Racism It Stops with Me Campaign'.	Ongoing
1.2.4 Participate in external recognition and accreditation programs that enhance Monash's reputation as an inclusive employer of choice.	Ongoing
1.3 Promote inclusive selection and hiring practices.	
1.3.1 Ensure recruitment guidelines for hiring managers are contemporary and modelled on leading practice.	Complete
1.3.2 Equip hiring managers with skills to mitigate unconscious bias in selection.	Complete
1.3.3 Embed GEAP and Diversity and Inclusion content into on-boarding information.	In progress
1.3.4 Support Implementation of the Indigenous Employment Policy and Procedure.	Ongoing
1.3.5 Remove barriers for under-represented groups through enhancements to recruitment processes and improved application experience.	Ongoing
1.4 Conduct targeted recruitment.	
1.4.1 Revise a recruitment resource on how to conduct targeted searches to address under-representation in specific fields of work areas (women; Indigenous peoples; cultural diversity).	Ongoing
1.4.2 Encourage shortlisting gender targets in work areas that do not attract gender balance or diversity in applications.	Complete
1.5 Data analysis and reporting.	
1.5.1 Develop gender equity recruitment dashboards to monitor and report on the gender composition of applicants, shortlists and appointments, including data on applicants who identify as Aboriginal and/or Torres Strait Islander, with disability, from diverse communities.	Complete
1.5.2 Monitor data on gender composition of recruitment selection committees.	Ongoing
2.1 Support women's academic success.	
2.1.1 Continue to host promotion information sessions for women and gender diverse people to encourage their applications, with a particular focus on intersectionality and addressing under-representation.	Ongoing
2.1.2 Review and maintain existing initiatives designed to reduce the impact of caregiving responsibilities, and other gender structures, on academic success.	Ongoing
2.1.3 Provide enabling opportunities, sponsorship and mentoring at all stages of career development.	Ongoing
2.1.4 Emphasise to supervisors of academic staff that readiness and support for academic promotion should be discussed when establishing annual goals in myPlan.	Complete
2.1.5 Provide Grant writing support to early-mid career academic women.	In progress
2.1.6 Maintain an active network of academic women in STEM and beyond, to foster peer-connections and help them thrive.	Ongoing
2.2 Promote equitable decision-making.	
2.2.1 Consolidate and publish internal resources on unconscious bias, equal opportunity and the importance of diversity on decision-making bodies.	Complete
2.2.2 Revise and implement Gender Representation on Decision-making Bodies Procedure with specific attention to other facets of diversity.	Complete
2.2.3 Develop and implement training for decision-makers on Achievement Relative to Opportunity.	Complete
2.2.4 Further build staff understanding of Achievement Relative to Opportunity principles through information sessions and case studies.	Ongoing
2.2.5 Ensure fair and transparent allocation of research, teaching and enabling tasks.	Complete
2.2.6 Provide a more detailed and constructive feedback approach to unsuccessful promotion applicants.	Complete
2.3 Improve access to professional development.	
2.3.1 Conduct a review of staff participation in professional development at Monash to identify any barriers to access training and development.	In progress
2.3.2 Support and fund professional development training for those who may experience intersectional exclusion such as LGBTIQ+, women in STEM, Indigenous colleagues, and parents.	Complete

STRATEGIES AND MEASURES		STATUS
2.3.3	Provide leadership training to women and gender diverse peoples in early to mid-career stages.	Complete
2.4	Promote diversity and inclusion training.	
2.4.1	Introduce Disability in the Workplace training for managers and team leaders.	Complete
2.4.2	Refine and promote Intersectionality training.	Ongoing
2.4.3	Promote the wide array of equity, diversity and inclusion training for staff available.	Ongoing
2.4.4	Continue to enhance and refine training and educational resources to ensure intersectionality is embedded throughout.	
	Ongoing	
2.5	Data analysis and reporting.	
2.5.1	Analyse, report on, and publish academic promotion outcomes by part-time status, cultural diversity and whether staff completed a case to enable 'relative to opportunity' principles in decision-making.	Complete
2.5.2	Analyse and report on the uptake of Diversity and Inclusion training and evaluate outcomes.	Complete
2.5.3	Evaluate effectiveness of women's leadership programs.	Ongoing
3.1	Increase the representation of women in leadership roles.	
3.1.1	Identify and support emerging women leaders through targeted programs and leadership development opportunities across all areas.	Complete
3.1.2	Develop guidelines for directors / heads of schools / division leads on how to undertake succession-planning activities that give consideration to gender equality.	In progress
3.1.3	Increase the visibility of women leaders at Monash and seek to highlight their intersectional attributes.	Ongoing
3.1.4	Support the emergence of gender diverse leaders through targeted programs.	Not started
3.1.5	Develop 2025 gender equity targets for women in senior roles, including 'senior academic women', 'women professors' and 'senior professional women' across all areas.	In progress
3.2	Data analysis and reporting.	
3.2.1	Investigate ways in which intersectional data can be collected to capture and report on the diversity of leadership.	In progress
3.2.2	Develop gender equity data dashboards to help monitor gender composition at all levels across the organisation.	In progress
3.2.3	Report to senior leaders and Monash Council on progress against key gender equity indicators.	Ongoing
3.2.4	Monitor and report data on the gender composition of influential leadership including the University's governing body.	Ongoing
4.1	Raise awareness of gendered segregation of occupations within the workplace.	
4.1.1	Disseminate findings from analyses of gendered segregation of occupations at Monash, including women in STEM, IT and infrastructure related roles.	In progress
4.1.2	Challenge gender stereotypes by profiling diverse groups in promotion material, on Monash websites and at events.	Ongoing
4.1.3	Feature inspiring stories and contributions of staff who represent minorities in their fields. Equip staff with understanding of intersectionality.	Ongoing
4.2	Engage all colleagues in the collective effort to challenge gender stereotypes.	
4.2.1	Foster greater diversity of speakers at Monash events, conferences and panels.	Ongoing
4.2.2	Continue the Panel Pledge Campaign to advocate for gender equality at events.	In progress
4.2.3	Educate event organisers at Monash on the importance of seeking diversity of speakers and presenters, through the development of relevant resources and material.	In progress
4.2.4	Actively profile women in STEM to inspire women and girls to consider STEM at Monash.	Complete
4.3	Leadership support to redress gendered segregation.	
4.3.1	Provide targeted support to heads of units in areas where gender imbalance is the most pronounced.	In progress
4.3.2	In consultations with identified work units, set gender composition targets to increase gendered diversity in certain occupations.	Not started
4.3.3	Provide targeted training for leaders and supervisors in work units where gender imbalance is significant (unconscious bias; equity, diversity and inclusion; cultural safety).	In progress
4.4	Data analysis and reporting	
4.4.1	Conduct annual analysis of gendered segregation within the workforce.	Ongoing
4.4.2	Report annually on changes to women's underrepresentation in STEM fields, their retention, promotion application and success rates as well as exits.	Ongoing
4.4.3	Seek to understand staff experiences in areas that have a significant underrepresentation of women, through surveys and focus groups.	Ongoing
5.1	Promote flexible work within the workforce.	
5.1.1	Senior leaders to actively promote flexible work options.	Ongoing
5.1.2	Seek to ensure that central policies are enacted consistently at the local level.	Ongoing
5.1.3	Invite staff to share their feedback and experiences of accessing flexible work arrangements.	Ongoing
5.2	Equip supervisors with relevant knowledge of available support.	
5.2.1	Support supervisors through targeted training on how to successfully support and manage teams that are working flexibly and remotely.	Ongoing

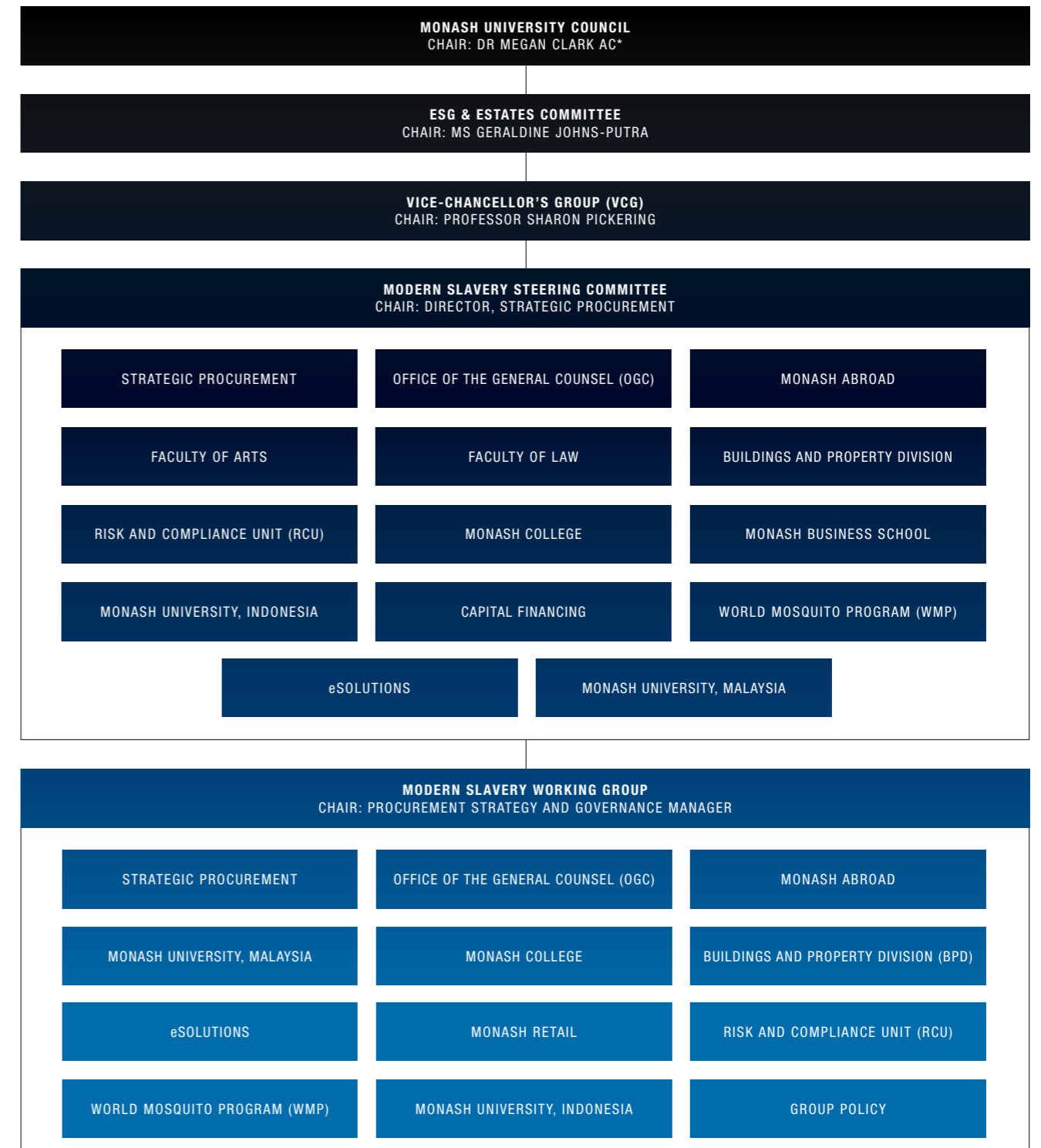
STRATEGIES AND MEASURES		STATUS
5.2.2	Disseminate relevant resources to supervisors on how to support staff with diverse lived experiences and needs, including (but not limited to) staff with disability, staff who are expectant and new parents.	Complete
5.2.3	Ensure that supervisors are equipped with understanding and awareness of support available to staff who are experiencing family violence or provide care for those experiencing family violence.	Ongoing
5.3	Support parents and carers.	
5.3.1	Communicate available support and leave entitlements through targeted communication to staff, including the Guide for Expectant and New Parents.	Ongoing
5.3.2	Conduct a biennial audit of parenting facilities and seek to address any identified issues or insufficiencies.	Ongoing
5.3.3	Review primary and secondary carer leave for partners, benchmarked against the sector and leading practice.	Ongoing
5.3.4	Explore the feasibility of introducing paid leave entitlement for eligible staff who become foster carers.	Not started
5.4	Support for staff who experience family violence, and staff who provide care for those experiencing family violence.	
5.4.1	Communicate available support and leave entitlements for staff who experience family violence and who provide care for those experiencing family violence.	Complete
5.4.2	Ensure Monash's Family Violence Policy is modelled on best practice and routinely implemented and supported.	Ongoing
5.5	Data analysis and reporting.	
5.5.1	Uptake of flexible work options, parental and carer's leave is monitored by gender.	Ongoing
5.5.2	Survey responses to questions about flexible work as well as support for parents are analysed and reported by gender and intersectional characteristics.	Complete
5.5.3	Uptake of relevant training for supervisors and people leaders is monitored, and feedback sought.	Not started
6.1	Promote a safe, respectful and inclusive culture for staff free from discrimination and harassment.	
6.1.1	Ensure that the University prevents discrimination, vilification, harassment, violence and any other unlawful behaviour.	Ongoing
6.1.2	Enable staff to anonymously report instances of sexual harassment and other forms of discrimination in the workplace.	Complete
6.1.3	Promote "Responding to disclosures of sexual violence" and "Call it Out: actively changing campus culture" training and monitor uptake.	Complete
6.1.4	Expand the capacity of all colleagues to respond to, and address harassment and discrimination at Monash.	Ongoing
6.1.5	Engage staff in programs and initiatives to further their knowledge and understanding of how to build a safe, respectful and inclusive community.	Ongoing
6.2	Promote equal opportunity principles and understanding of ethical and respectful conduct.	
6.2.1	Improve completion rates of the University's compliance training modules, including Equal Opportunity, Ethical Conduct, Respect at Monash.	Ongoing
6.2.2	Report completion of relevant training modules, including Equal Opportunity, Ethical Conduct and Respect at Monash, by organisation units and employment details.	Ongoing
6.2.3	Promote the visibility and function of the Ethical Conduct team.	Ongoing
6.3	Develop inclusive leadership capabilities.	
6.3.1	Equip our colleagues with understanding of the benefits of diversity, role of intersectionality, impact of unconscious bias, and importance of inclusive practices, through training, targeted events and other initiatives.	Ongoing
6.3.2	Embed diversity and inclusion content, examples of inclusive practices, respectful behaviour and unconscious bias into existing training modules for leaders and managers.	In progress
6.3.3	Enhance leadership capability to proactively and continuously build a positive culture of inclusion and respect, through role modelling, communication and promoting relevant training such as Respect at Monash.	In progress
6.3.4	Promote professional development to people leaders on Inclusive Leadership.	Ongoing
6.4	Support staff in building meaningful connections and sense of belonging at Monash.	
6.4.1	Build a culture of recognition and reward through annual awards programs that recognise staff excellence and staff contributions to Diversity and Inclusion.	Ongoing
6.4.2	Facilitate connections through a global Staff Mentoring Program and staff Networks.	Ongoing
6.5	Data analysis and reporting.	
6.5.1	Seek to understand staff experiences and how to effectively foster and advance an inclusive workplace culture through administering a biennial Staff Equity and Diversity survey.	Ongoing
6.5.2	Analyse survey responses by socio-demographic details to understand intersectional perspectives on key benchmark questions.	Complete
6.5.3	Report findings from the Staff Equity and Diversity Survey to senior leaders and the Diversity and Inclusion Committee with the view to address identified gaps and opportunities.	Complete
6.5.4	Participate biennially in the Australian Workplace Equality Index (AWEI) survey to gain a better understanding of how LGBTIQ+ inclusion is perceived and experienced by staff, and what improvements can be made.	Not started
6.5.5	Review existing programs designed to foster connections and networking opportunities to assess their effectiveness and impact.	Ongoing
6.5.6	Conduct six-monthly analysis of Equal Opportunity and Ethical Conduct completion rates and report data by gender, staff type, work unit and supervisor status.	Ongoing
6.5.7	Continued evaluation of relevant policies and programs to understand effectiveness and seek improvements.	In progress

STRATEGIES AND MEASURES		STATUS
7.1	Close the organisation-wide gender pay gap.	
7.1.1	Identify leading causes of the gender pay gap and make recommendations to reduce the gap.	In progress
7.1.2	Report on progress towards narrowing the University-wide gender pay gap to senior stakeholders and Monash Council.	Ongoing
7.1.3	Set a new pay equity target for 2025.	Not started
7.2	Visible leadership commitment to pay equity.	
7.2.1	Recognise Equal Pay Day through internal communication channels and inform Monash staff of the current gender pay gap and examples of actions designed to address the gap.	Complete
7.2.2	Profile the Vice-Chancellor as WGEA Pay Equity Ambassador.	Void / cancelled
7.2.3	Senior leaders share their commitment to pay equity and support initiatives designed to reduce gender pay gap.	Ongoing
7.3	Data analysis and reporting.	
7.3.1	Conduct organisation-wide gender pay gap analysis of base salaries and total remuneration, and report on findings.	Ongoing
7.3.2	Conduct benchmarking against other Australian universities	Complete

## APPENDIX 5: First Nations senior leadership positions, December 2024

- > Deputy Vice-Chancellor (Indigenous) and Senior Vice-President
- > Senior Lawyer (Research & Education) – Office of the General Counsel – Office of the COO & Senior Vice-President
- > Indigenous Cultural & Community Engagement Lead - Office of the Deputy Vice-Chancellor (Indigenous) & Senior Vice-President
- > Senior Strategic Adviser Education Portfolio – Office of the Deputy Vice-Chancellor (Indigenous) & Senior Vice-President
- > Senior Indigenous Ethics & Integrity Special – Office of Research Ethics & Integrity, Office of the DVC (Research) & Senior Vice-President
- > Senior Program Manager – Fire to Flourish – Office of the DVC (Research) & Senior Vice-President
- > Aboriginal Communities Engagement Lead – Centre to Impact AMR – Faculty of Medicine Nursing & Health Sciences
- > Indigenous Employ & Engagement Manager – Staff Equity Diversity & Inclusion – Office of the COO & Senior Vice-President
- > Director Indigenous Research – Office of the DVC (Research) & Senior Vice-President
- > Director Community – Fire to Flourish – Office of the DVC (Research) & Senior Vice-President
- > Director William Cooper Institute – William Cooper Institute – Office of the DVC (Indigenous) & Senior Vice-President
- > Associate Professor – School of Curriculum Teaching & Inclusive Education – Faculty of Education
- > Sir John Monash Distinguished Professor – Monash Indigenous Studies Centre – Faculty of Arts
- > Professor – Monash Indigenous Studies Centre - Faculty of Arts
- > Professor – MNHS Education Portfolio – Faculty of Medicine Nursing & Health Sciences
- > Professor – Department of Human Centred Computing – Faculty of Information Technology
- > Professor – Department of Fine Art – Faculty of Art, Design & Architecture

## APPENDIX 6: Modern Slavery Program governance structure



\*From 2 July 2024

