

**ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE
STATEMENT**
2021-2025

BACKGROUND
DOCUMENT

OUR PROGRESS

GOVERNANCE

A governance structure was established alongside the announcement of the Environmental, Social and Governance (ESG) Statement to help embed ESG principles across relevant areas of Monash University's operations.

Oversight of this was given to the ESG Steering Committee, which was chaired by the Provost and made up of senior leaders across the central portfolios and key parts of the University.

The Steering Committee has met periodically to monitor and guide implementation of actions to meet the ESG objectives, and reported annually to University Council on its progress. This included a "glossy" ESG mid-way progress report that was published on the University's website. Development of a final substantive report in 2020 was interrupted by the COVID-19 pandemic.

INVESTMENT

Monash conducts its investment consistently with both modern corporate practice and the UN Sustainable Development Goals. Reducing the carbon footprint of our investments is a core endeavour for Monash and was a principal driver behind the development of the first Responsible Investment Statement. Since 2016, nearly all rebalancing of the University's investments has related to improving the responsible investment credentials of the portfolio.

Monash subsequently became a signatory to the UN-supported Principles for Responsible Investment (PRI) in 2017. This requires the University to embed responsible investment action into its investment practices and report annually on progress to advance its consideration of responsible investment factors (including low carbon) into its investment strategies. The terms of reference for the Investment Advisory Committee that oversees the investment of surplus Monash funds were subsequently updated to reflect these commitments and responsible investment became a standing item on the agenda for the Committee.

Further measures adopted by Monash to align its investments with responsible investment best practice and reduce the carbon intensity have included:

- Requiring that all fund managers employed by Monash are also PRI signatories
- Investing in climate change solutions via a low carbon global equities fund
- Directing investments into infrastructure funds which include renewable energy projects
- Investing in tailored portfolios which exclude exposure to coal, tobacco, uranium and cluster munitions
- Utilising climate scenario modelling as part of the Annual Strategy Review process
- Utilising independently assessed ESG star-ratings in fund manager assessments and ongoing monitoring

Monash has greatly improved the environmental sustainability of its investments. As of 2020, 85 per cent of its combined portfolios had strong responsible investment credentials. Investment performance has consistently exceeded the targeted return of CPI plus four per cent per annum over rolling 10 years.

ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES

Monash is committed to fostering a society that respects Aboriginal and Torres Strait Islander peoples, cultures and knowledges, and works towards addressing the legacies of the past.

Monash University's obligations towards Aboriginal and Torres Strait Islander peoples of Australia are guided by:

- The Monash University Act 2009, which requires the University to use its expertise and resources to involve the Aboriginal and Torres Strait Islander people of Australia in its teaching, learning, research and advancement of knowledge activities and thereby contribute to:
 - » realising Aboriginal and Torres Strait Islander aspirations; and
 - » the safeguarding of the ancient and rich Aboriginal and Torres Strait Islander cultural heritage
- The Indigenous Student Success (ISSP) program, an initiative of the Commonwealth Government which provides funding to universities to help students thrive and succeed at university
- Monash University Enterprise Agreement (Academic and Professional Staff) 2019, which contains clauses reflecting the parties' commitment to the principles of Aboriginal and Torres Strait Islander self-determination, social and restorative justice, and cultural affirmation
- Universities Australia's Indigenous Strategy 2017-2020, which binds signatory universities to important targets on Aboriginal and Torres Strait Islander student participation, success and employment in universities
- The values and purpose of Monash University.

Monash University's obligations under the UN Sustainable Development Goals also intersect with Aboriginal and Torres Strait Islander matters, through an aspiration to uphold the Declaration on the Rights of Indigenous Peoples.

Monash has the longest history of engagement in Indigenous education in Australia and was the first university to have a dedicated Australian Indigenous Centre – the Monash Centre for Research into Aboriginal Affairs, established in 1964.

This legacy continues through the Monash Indigenous Studies Centre, the William Cooper Institute and its Indigenous student support team, and other Indigenous academic and research units established across the University since that time. The legacy of what we as a University contribute through our efforts to work with and for Indigenous communities, will be continued through the Indigenous graduates who are making outstanding contributions to Australian society through service and commitment to Aboriginal and Torres Strait Islander people and communities.

RESEARCH

Monash has the most diverse research profile of any Australian university, a great deal of which intersects with environmental, social and governance themes and climate mitigation. Since the first ESG Statement was launched, signature Monash projects that focus environmental and social principles, such as Revitalising Informal Settlements and their Environments and the World Mosquito Program, have transformed to become global in scale and ambition, attracting support from multiple international partners.

New initiatives have also emerged with the potential to reach similar scale and impact. In 2020, for example, the Securing Antarctica's Environmental Future program – forecasting environmental change across the Antarctic to secure the continent as a natural reserve – and Building 4.0 Cooperative Research Centre – reducing waste and emissions from construction – were awarded tens of millions in funding.

Pioneering research to transform society for the better occurs across every faculty, from the Monash Energy Institute to the Castan Centre for Human Rights; the Centre for Development Economics and Sustainability to the Turner Institute for Brain and Mental Health. The Centre for Women's Studies and Gender Research and the Gender, Peace and Security Centre are building globally-recognised, gender-inclusive research evidence to deliver peace and security globally. Outside the faculties, the Monash Sustainable Development Institute, ClimateWorks Australia and the Monash University Accident Research Centre (MUARC) lead an array of programs to mobilise communities and industry to adopt sustainable practice.

Though enormously disruptive to much research, COVID-19 showed the crucial importance of utilising research and evidence to guide decision making, and provided new opportunities and impetus for interdisciplinary collaboration. The Melbourne Experiment, an interdisciplinary project studying the effects of the pandemic response on the functions of the city, brought together researchers across Monash to examine key activities and elements of the urban environment before, during and after the shutdown, with the aim of developing new approaches for sustainable urban growth, emphasising social cohesion and environmental conservation alongside economic prosperity.

TEACHING

Monash Business School became a Champion School for the Principles of Responsible Management Education (PRME) in 2016, positioning it as an international leader in responsible management education and engagement to advance the UN Sustainable Development Goals.

From 2018 the MBS was awarded Advanced Signatory status, providing students priority access for internship and volunteer opportunities with the PRME Secretariat and UN Global Compact. While successful, PRME was not extended to disciplines beyond the MBS because of its limited suitability outside business management education.

Outside PRME, Monash offers rich experiences at the faculty level that focus engagement in sustainability and social justice matters. These include dedicated degrees (e.g. the Bachelor of Global Studies and the Graduate Certificate in International Development Practice), as well as specific units, e.g. units on the death penalty and environmental law in the Faculty of Law.

A very prominent and successful example, the Global Immersion Guarantee (GIG), is a funded international experience for students in Arts and related double degrees. Supported by the New Colombo Plan, GIG participants visit one of five countries – China, India, Indonesia, Italy or Malaysia – to complete a fieldwork unit exploring the interlinkage of the environment, society and technology.

Monash institutes also make an invaluable contribution to many of these outcomes. The Monash Sustainable Development Institute (MSDI), for example, collaborates with Medicine, Nursing and Health Sciences on a “Teach Green” Sustainable Healthcare Education program that equips students with skills and knowledge to foster sustainable practise in healthcare – a sector that historically has generated considerable environmental pollution. MSDI also offers short online microcredentials for professional and continuing education on sustainability themes.

Significant advances in fostering environmental and sustainability understanding are also being realised through the development of cross-faculty graduate and postgraduate courses. The Master of Environment and Sustainability, established in 2018, remains the only Master course in Australia to offer a program specialising in sustainable development leadership. A new Master of Green and Sustainable Technologies will launch in 2021.

ENGAGEMENT

Monash University hosts an array of internal capability and external networks that make it ideally qualified to advance ESG principles, policy and action with world class expertise in health and wellbeing, smart healthy and productive cities, sustainable environments and resilient cultures and communities.

Research and teaching programs contribute much of this engagement, but a great deal of further activity occurs outside these areas, spanning (for example) public lectures, sporting and community events, art projects and exhibitions, to consultation work for industry and not for profit organisations.

Building the strength and scale of our international profile and growing our enterprising capabilities and a culture of collaboration are core goals for Monash. Our global footprint, including physical locations in Europe and Asia enables the formation of international partnerships unrivalled by other Australian institutions.

Through the Networks of Excellence program the University is partnering with leading institutions in North America, the United Kingdom and Europe. Monash University's alumni community also contributes to a network of expertise and collaboration that spans the world. The Global Leaders Networks of alumni, established in eight priority locations worldwide, provide our most successful international ambassadors the opportunity to help shape the future of Monash and make a genuine impact for those who live in the diverse communities we serve.

The Monash Sustainable Development Institute (MSDI) is one of the leading institutes for engagement in sustainable development and practice worldwide and home to interdisciplinary platforms such as ClimateWorks Australia, which are transforming society's response to the most significant environmental, economic and social issues today.

More recently, the Monash Commission has been established to combine the expertise of Monash University scholars, eminent Australians, local and international enterprise leaders, leading thinkers on future societal challenges, and other groups with insights to share on public policy matters critical to Australia's future.

CAMPUS

Monash University's first ESG Statement committed to reducing the carbon footprint of its campuses and achieve net zero emissions in the shortest feasible timeframe. In 2017 the Net Zero Initiative was launched, setting out how the University would achieve net zero carbon emissions for Scope 1 and 2 emissions across all Australian campuses by 2030.

The approach for implementing Net Zero 2030 is based on strategies set out in ClimateWorks Australia's Pathways to Deep Decarbonisation report to adopt deep energy efficiency programs, electrification of campuses to eliminate dependency on natural gas, on-site renewable energy generation and the transition to a 100 per cent renewable electricity supply.

Key infrastructure investments to date have included:

- More than 50,000 LED light upgrades, four megawatts of on-site rooftop solar, four electric vehicle charging stations, and one megawatt of battery storage;
- Ongoing electrification of essential services, including heating and cooling as well as upgrades to efficient electric heat pumps for hot water services in-line;
- Five all-electric, high-performance Net Zero Ready Buildings, two of which are Passive House certified;
- Roll out of the Monash Microgrid at Clayton campus to control energy use and ease strain on the network during peak times.

Recognising that energy requirements will always exceed onsite generation capacity, Monash signed a power purchase agreement with the Murra Warra Wind Farm, which commenced operations in late 2019.

Monash was the first university globally to be certified under the Climate Bond Standard, raising \$400 million of funds for capital development. Assets certified under this standard have been third party verified and are annually audited as industry best practice for zero carbon development.

Despite considerable campus growth, Monash has improved the energy and carbon performance of its operations and is on track to achieve its 2020 targets, including:

- 40 per cent reduction in carbon emissions
- 10 per cent reduction in energy intensity (GJ/m²)
- 55 per cent renewable energy
- 4MW of on-site solar generation

The Monash Net Zero program has received global recognition for its leadership, being awarded the 2018 UN Momentum for Change Award.

MODERN SLAVERY

Forced or exploited labour and human trafficking violate basic human rights and dignity and are counter to Monash University's values and principles. Monash supports all efforts to eliminate modern slavery and is committed to delivering a robust, meaningful response to the Modern Slavery Act.

As part of its reporting obligations under the Modern Slavery Act 2018, 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 risk of modern slavery is endemic in many parts of the supply chain. Monash has well in excess of 10,000 suppliers and the Modern Slavery Act's obligations apply for every supplier the University engages. This risk increases with the number of tiers in a supply chain, due to reduced visibility at local level (e.g. where raw materials are harvested and the labour practices used to do so).

Significant work has been undertaken to develop a Modern Slavery Program to support and deliver Monash University's response to the Act, to actively address any risks of modern slavery in Monash's operations and supply chains and to combat the significant issue of modern slavery. Anti-slavery activity has been organised into workstreams, spanning category analysis and specific planning, supplier risk assessments, changes to supplier onboarding processes, and development of an external-facing website. Compliance with the Modern Slavery Act and updating on Monash's response to modern slavery is now a standing item for the Audit and Risk Committee of University Council.

Monash is a key member of the Australian Universities Procurement Network (AUPN), the peak body for university procurement, which is leading a sector-wide program to reduce slavery risk. The AUPN has formed an academic advisory board to function as experts, advisers and reviewers of anti-slavery activity. Three of the 12 board members are Monash academics, who have also contributed greatly to development of the University's Modern Slavery Program.

GENDER EQUALITY

Gender equity and a fully inclusive University are fundamental to Monash University's strategy and vision. The University fosters an organisational culture that is inclusive and in which all staff and students of all genders, cultural backgrounds, faiths and heritages participate equally and are recognised and rewarded equally at all levels. Equality and inclusion are central to our pursuit of excellence.

Monash University aspires to be recognised as the leader in gender equity in the Higher Education sector in Australia and internationally. In 2020, the Times Higher Education Impact Rankings placed Monash 24th in the world on gender equality, among the top four per cent of institutions ranked. This achievement reflects Monash's longstanding commitment to advancing gender equality, as well as strong institutional support for strategies, programs and policies designed to foster an inclusive workplace culture.

Monash University's Workplace Gender Equity Strategy and its action plan articulate a range of proactive measures to achieve set goals across the following areas:

- Leadership Accountability
- Women in Senior roles
- Women in Science, Technology, Engineering, Mathematics and Medicine (STEMM)
- Flexible Workplace
- Support for Parents and Carers
- Pay Equity

Since joining the Science in Australia Gender Equity (SAGE) Athena SWAN program in 2015, Monash has made demonstrable improvements in advancing gender equity in STEMM, where addressing women's under-representation is critically important for attracting diversity of talent, fostering innovation as well as role modelling for students entering STEMM related careers.

To further advance gender equity within STEMM-based careers, Monash became an inaugural Women in STEM Decadal Plan Champion. Developed by the Australian Academy of Science and the Australian Academy of Technology and Engineering, the Women in STEM Decadal Plan aims to improve women's STEM participation and retention by removing barriers that women as well intersex and non-binary individuals face in these disciplines. In its public submission, Monash successfully demonstrated how its gender equity, inclusion and diversity activities align with the six opportunities identified in the decadal plan:

1. Leadership and Cohesion;
2. Evaluation;
3. Workplace Culture;
4. Visibility;
5. Education; and
6. Industry Action.

Against a backdrop of global upheaval due to COVID-19, Monash has remained committed to supporting diversity and pursuing equity and inclusion. Guiding principles and actions were developed to help mitigate emerging gendered impacts of the pandemic on staff and to safeguard gains that had been made in retaining and supporting women and underrepresented groups within the academy.

WHERE TO NEXT?

GOVERNANCE

Monitoring of environmental, social and governance performance has matured significantly since Monash University's first ESG Statement. Much of this has been driven by deepening understanding of the importance of climate and social concerns and how they underpin corporate responsibility.

Different parts of Monash report regularly on a range of matters intersecting with ESG. Notable examples include the United Nations Global Compact Communication on Engagement, the United Nations Principles of Responsible Management Education (PRME) Sharing Information Report, National Greenhouse and Energy Reporting, the University's Annual Report to Victorian Parliament, and our reporting obligations under the Modern Slavery Act (2018), among many others. Much of this reporting currently occurs in isolation, without coordination across the University.

The United Nations Sustainable Development Goals (SDGs) are becoming the new international standard for corporate sustainability reporting and there is considerable overlap with the reporting activity relating to sustainability and social impact performance at Monash. Research by RMIT and the United Nations Association of Australia shows SDG disclosures by the ASX150 improved from 37 per cent of companies in 2018 to 48 per cent in 2019. However, the report also found quality of disclosure remains lacking, with few organisations linking business goals and targets with the SDGs.

Fostering greater understanding of the SDGs, their significance for communities with which we engage, and how they align with our broader corporate social responsibility obligations is a challenge for the University.

As a 2016 signatory to the University Commitment to the Sustainable Development Goals, Monash University agreed to report on activities in support of the SDGs. At present the only voluntary reporting it undertakes is for the Times Higher Education (THE) Impact Rankings, which annually rank institutions on their commitment to, and progress towards, the SDGs. Monash ranked equal 17th worldwide and fifth in Australia in the THE Impact Rankings in 2020.

The University's THE Impact Rankings assessment was lower than would have been expected by Review members in some specific areas, for example, in Gender Equality and Peace, Justice and Strong Institutions. The Review also noted that the THE Impact Rankings assessment is highly competitive. It is a very significant assessment given it reflects the University's ranking, which in turn impacts on student choice of university.

Overall, examples from international best practice suggest there is opportunity for Monash to better coordinate, report on and celebrate its SDG performance at an institutional level – particularly in view of the scale of the University and the diversity of contributions it makes. Monash is the Australia, New Zealand and Pacific Regional Centre of the UN Sustainable Development Solutions Network and host institution for internationally recognised organisations such as MSDI and ClimateWorks Australia. The University is also deeply affiliated with leading Australian organisations such as Alfred Health and the Victorian Institute of Forensic Medicine, and partners closely with international organisations such as the Bill and Melinda Gates Foundation, Asian Development Bank and Wellcome Trust, each of which make transformative contributions to global SDG practice.

Consultation with staff and students also suggest there is opportunity to foster broader awareness of, and engagement with, the University's ESG commitments.

It is important to note that ESG matters include investment considerations that lie outside the scope of the 17 SDGs. Developing targets and reporting on institutional SDG performance would also require considerable endeavour by the University – there would be no advantage to introducing an SDG reporting requirement if it merely adds to the reporting burden. Nonetheless there is a clear risk for Monash if the University falls behind the corporate sector and other universities in its sustainability and social impact reporting.

The Review regards the adequate collection of all data and information of the University's ESG activities as a very high priority. The Review considers there must be fulsome communication to the faculties about the importance and relevance of ESG reporting. The Review also regards the training of faculty staff on ESG information identification, collection and reporting as very desirable.

The Review considers ESG-related responses should not be an additional burden imposed on faculties. Rather the ESG reporting process and its outcome lie at the heart of the University's operation. Accordingly, there should be a reassessment of other reporting obligations imposed by the University on faculties with the intention of rationalising such reporting and realigning those processes with the ESG process. In addition, given the centrality of the ESGs to the University's operation, indeed its existence, it is imperative there be adequate resourcing across the faculties and the Chancellery for the collection of ESG data. It should not constitute a further administrative burden.

The ESG principles are underpinned by a set of values that align with the values of Monash University, presently set out in Focus Monash 2015-2020. In the next iteration of that document, the ESG obligations must assume a very high priority for the University's focus for the next decade.

ESG principles and the values and policies and procedures of the University have a cascading effect. In meeting the values of one, the values of the others should be met. It is essential, therefore, that they be consistent. An ongoing assessment should be made to ensure the University's values and policies and procedures are consistent with ESG principles.

Furthermore, whilst the University expects that all its staff and students abide by and are committed to the University's values and policies and procedures, so too should the University expect all with whom it engages act consistently with those values.

INVESTMENT

Public awareness of the role of corporate leaders to help solve urgent challenges such as climate change has grown considerably since our first Responsible Investment Statement was prepared.

The Net Zero Momentum Tracker, a 2020 report by ClimateWorks Australia with the Monash Sustainable Development Institute, found that one in five superannuation funds surveyed had stated goals or expressed aspirations to achieve net zero emissions across their investments by 2050.

Monash makes no direct investments in its portfolios – which are managed on its behalf by fund managers – and its investments, and hence influence is modest given the overall size of the funds being managed. As all industry participants are still working to define the methods and products they will utilise to achieve net zero investment (or improved climate change) targets, it is challenging for Monash to set a firm date to eliminate all carbon emissions from its portfolios.

The most immediate, effective means of reducing the carbon intensity of the University's investments is by the acceleration of decarbonisation at a broad industry level. This includes working with fund managers to develop financial instruments to better enable that transition.

A standout example of how Monash is contributing to this endeavour is the Australian Climate Transition (ACT) Index. Jointly developed by BNP Paribas with ClimateWorks Australia and the Centre for Quantitative Finance and Investment Strategies (Faculty of Science), the ACT Index is the first forward-looking index to identify companies likely to perform well in a world undergoing a 2°C transition and to continue to play a part of the Australian economy.

Climate change is now recognised as a financial risk by Australia's three peak financial regulators, the Australian Competition Consumer Commission, Australian Securities and Investments Commission and Australian Prudential Regulation Authority. Considerable research indicates—and Monash University's strong long-term investment performance demonstrates – that responsible investment-focused funds provide stronger returns than funds that do not consider responsible investment factors. While the investment industry is yet to offer a suitably diversified investment product that guarantees net zero carbon, it is clear that the industry is moving quickly on this issue and new methodologies and instruments will be in place in the coming years that are capable of doing so.

If Monash University is to be an international leader driving change towards sustainability, it needs to be seen to support companies that are moving towards the net zero transition.

ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES

The Monash Aboriginal and Torres Strait Islander Framework 2019–2030 establishes the University's commitment to making a leading national and international contribution to Indigenous advancement over the next decade.

The Monash Aboriginal and Torres Strait Islander Framework comprises four framing pillars:

1. Increasing the participation of and supporting success in Indigenous students by working to remove identified barriers to study and creating clear pathway options for prospective Aboriginal and Torres Strait Islander students, as well as improving Indigenous retention and completion for Aboriginal and Torres Strait Islander students once they arrive.
2. Embedding Indigenous perspectives and content into curriculum, equipping all Monash students with an understanding of Indigenous knowledges, cultures and contemporary discussions relating to Indigenous Australians and the historical and contemporary issues in Australian society and beyond.
3. Growing research contributions to address and serve the needs of Indigenous people and communities. Recognising the vital importance of Indigenous research as a responsibility to Indigenous Peoples and a key contributor to reconciliation, as well as acknowledging the complex tensions and historical abuses that Indigenous people and communities have experienced as the subjects of research that has been conducted on or about them.
4. Upholding traditional knowledge and respecting Indigenous students, staff and communities. Leveraging our experiences and resources to better involve Aboriginal and Torres Strait Islander Peoples in knowledge advancement and decision-making activities to safeguard our ancient and rich Indigenous cultural heritages.

A full description of the strategic priorities and measures for each of these four pillars is contained in the Monash Aboriginal and Torres Strait Islander Framework 2019–2030.

RESEARCH

Amid a rapidly changing climate, an increasingly contested geopolitical landscape and other global challenges, the demand for discoveries and innovations that enable us to foster sustainable and inclusive communities are becoming more pressing.

Complex challenges such as these cannot be solved by any single discipline or field of inquiry; this is why interdisciplinary research has gained momentum. The University's Research Agenda 2020, a blueprint for translating Monash discoveries into genuine and relevant impact, articulated four key focus areas for interdisciplinary collaboration where Monash is able to make a transformative contribution toward the most pressing challenges: AI and Data Science, Better Governance and Policy, Health Sciences and Sustainable Development.

While there are numerous examples of interdisciplinary research that fosters the kind of environmental and social impact to which Monash aspires, there is opportunity for the University to improve how it captures and communicates the way this research aligns with, and helps to progress, the Sustainable Development Goals.

Decarbonisation through transitioning to renewables and clean energy is one of the most pressing global challenges. Investment in R&D of low carbon technologies and clean energies is soaring worldwide. In late 2020 the Australian Government's Technology Investment Roadmap identified five priority technologies for investment: hydrogen, carbon capture and storage, soil carbon, storage options and green steel and aluminium production.

Monash is well placed to pioneer advances in this space. Monash is the first university to announce a 2030 net zero emissions target, the site of Australia's most advanced microgrid platform, and hosts world class institutions such as the Monash Energy Institute, the ARC Centre of Excellence in Future Low-Energy Electronics Technologies and ClimateWorks Australia. These strengths are further amplified through collaborations with government and leading international industry partners such as the Australian Renewable Energy Agency, CSIRO (Hydrogen to Energy Network), Engie and Indra.

Hundreds of Monash researchers are driving energy innovation – spanning materials and devices, resources and processing, systems, data science and security, markets and policy. Separate Monash teams have recently developed the world's most efficient lithium-sulphur battery and set a record for carbon dioxide capture using nanocomposite metal organic frameworks (with CSIRO).

Recognition of the economic opportunities that clean and renewable energy innovation presents is accelerating globally. Organisations that move early to capture this interest will have a commanding position in the new energy economy. All that is required is the leadership and appetite for innovation capable of driving that endeavour forward.

A global climate emergency is unfolding and new approaches are needed to solve it. Monash researchers are pioneering many discoveries and leading innovations to meet those challenges.

TEACHING

Amid the challenges of a rapidly changing climate, rising inequality and an increasingly geopolitically contested region, the need to foster globally-minded leaders capable of embedding sustainable and inclusive practice into our communities has grown more pressing. Growing our students' awareness of and engagement with ESG principles is vital for this.

While there are many ways for motivated and informed students to engage in ESG matters through Monash units and extracurricular programs (e.g. through the Monash Sustainable Development Institute), the focus remains narrow and at the unit level. There is no alignment across campuses, faculties and disciplines. There is clear opportunity for the University to promote greater immersion in the Sustainable Development Goals and their importance for achieving healthy, flourishing communities.

Monash has demonstrated in its short history an extraordinary capacity to search out change and creativity. The Review considers the ESG focus will perpetuate the University's excellent teaching reputation. Significant differences apply between Monash degrees in the availability of ESG or SDG-relevant units for students, with some faculties offering more opportunities than others (not unexpected, given the different expectations of students enrolling in different degrees). The Principles of Responsible Management Education (PRME), though invaluable for advancing ESG engagement in the Monash Business School, have limited application across other Monash disciplines, being tailored specifically for business and management education.

One program aligning closely with PRME, the Global Immersion Guarantee (GIG), has been shown to greatly mobilise student activity in international environment, social and sustainability issues, as well as improving education and employment outcomes for low socio-economic and disadvantaged students. However, this is presently only available for students enrolled in Arts and related degrees (e.g. Bachelor of Global Studies, Bachelor of Politics Philosophy and Economics).

The ability to offer cross-taught sustainability and social themed units is also limited for some disciplines, particularly many health disciplines, where curriculum is more tightly constrained by standards set by professional accreditation bodies. Opportunities therefore need to be made available within existing elective spaces.

The challenge of encouraging engagement in sustainability and social justice learning is further compounded by financial disincentives that hamper cross-faculty collaboration. Under the current funding model, faculties are remunerated for taught load, which incentivizes them to own teaching of every unit within a course, rather than encouraging placement of their students into a unit taught by another faculty. Offering Monash-wide experiences enables scale in such a way that overall costs are far lower than the costs associated with a proliferation of experiences being developed. It also builds on existing cross-faculty relationships in double degree offerings.

Attempts by other universities to make an ESG or SDG-focused unit of study compulsory for all students enrolled in a particular degree have also tended to be unsuccessful and potentially counterproductive.

ENGAGEMENT

Growing the scale of engagement through partnerships with industry, community and government is essential for Monash to give greater effect to its mission meet the environmental and social challenges of the age.

Australia's geographic isolation presents a challenge for collaboration of the kind of magnitude and depth to which Monash aspires. Much of the focus of R&D activity by prospective multinational partners remains concentrated in economic blocs in Europe, North America and Asia, where other world-class universities and major research collaborations are based. To overcome these challenges, Monash must demonstrate capability for adding value above and beyond what other universities closer to those partners can provide.

The University has sought to progress this by encouraging activation of the Monash Technology Precinct surrounding the Clayton campus as an ecosystem where globally connected change-makers, innovators and enterprise converge. This strategy has been very successful in attracting international partners to establish a presence within the Precinct, including leaders in health and energy innovation. Dialogue has also been established with Greater South East Melbourne to explore opportunities for collaboration on waste storage and waste to energy solutions.

However, there is evidence of a disconnect persisting between the campus and the Precinct community, as well as between different parts of the University about the opportunities for engagement the Precinct presents. It was noted that there were opportunities to improve participation and engagement between the campus and the Precinct.

Internationally, the review noted numerous examples of Monash leadership through cross-border partnerships and programs that advance environmental and social principles. This work could be amplified further through the development of a Pacific engagement strategy.

Many of the environmental and social challenges Monash seeks to solve as part of its mission are most pressing in the Pacific Nations. The region is responsible for just .03 per cent of the world's total greenhouse gas emissions, but is disproportionately affected; warming oceans, drought, coral ecosystems destroyed, extreme weather events, ocean acidification, and rising sea levels.

Monash has been involved in the Pacific region for over 40 years mostly through government scholarship programs and research partnerships. In recent years there has been considerable growth in Monash projects and interest in working with the region. These include the Revitalising Informal Settlements and their Environments (RISE) program; expansion of the Global Immersion Guarantee education program to Fiji, as well as an array of initiatives to foster (for example) good policy governance, gender development, peace and security, improving access to clean water, and the PacWastePlus project, which is building capacity and sustainability into waste management practices.

This growth in Monash University's involvement in the region coincides with a shift in Australia's foreign policy priorities to build a Pacific region that is secure strategically, stable economically, and sovereign politically, as well as stronger advocacy by the region itself.

CAMPUS

As we continue to invest in our campuses, fostering sustainability is key to ensuring we reduce our environmental impact and establish our campuses as exemplars of environmental best practice.

By 2046, Victoria is expected to produce 40 per cent more waste than presently, adding strain to our waste and recycling systems, increasing landfill and generating more greenhouse emissions.

Only around 10 per cent of plastics are recycled globally, prompting the United Nations to warn there will be more plastic than fish, by weight, in the oceans by 2050 unless people change their habits. Offshore bans on import of foreign recycling materials have led to a crisis in Australia's municipal waste systems, which have struggled to cope with millions of tonnes of recycling waste. Glass, paper and plastics intended for recycling has instead been stockpiled or sent to landfill.

One of the most significant untapped opportunities to reduce waste in Australia is organic waste. Sending organic waste to landfill results in the loss of valuable resources and generates methane – a greenhouse gas 25 times more potent than carbon dioxide when released into the atmosphere.

In April 2020 the Victorian Government released its Circular Economy Strategy, setting out a program to reduce the environmental impacts of production and consumption and improve natural resource utilisation by transforming waste and recycling in the state. The circular economy is core to realising several UN Sustainable Development Goals, most notably SDG 12 (Responsible Consumption And Production), but also: SDG 2 (End Hunger), SDG 6 (Clean Water), SDG 7 (Affordable and Clean Energy), SDG 13 (Climate Action), and SDG 15 (Life on Land).

If Monash University is to be an international leader driving change towards sustainability and achieve its commitments to the UN Sustainable Development goals, it needs to be seen as a leader in the adoption and application of the Circular Economy framework in its operational sustainability strategy.

MODERN SLAVERY

Monash University's commitment to addressing modern slavery risks and the breadth of work required to meet requirements outlined in the Modern Slavery Act are significant.

In addition to the steps Monash has already taken to reduce the risk of modern slavery in its procurement chain, a supplier Code of Conduct will be developed and template tender documentation and standard contract agreements will be revised and updated. The annual Monash statement on modern slavery will be published on internal and external sites, and will be recorded on the Australian Government's publicly available Modern Slavery Statement Register.

An information bank of supplier data, as well as risk assessment and scorecard, are being developed by the Australian Universities Procurement Network (AUPN) to create greater visibility across the supply base for the university sector. Monash University's Modern Slavery Program will incorporate these elements as appropriate.

Applying academic expertise and principles is invaluable for development of the Modern Slavery Program and continued collaboration between the University's academic and operational areas is essential for a comprehensive approach. Following broad consultation, a governance model has been developed that brings together all stakeholders with a responsibility for Monash's statutory compliance and experts capable of making a transformative contribution in our response to modern slavery.

This model will also ensure alignment with and support from world-leading academics in the Faculties of Arts (e.g. the Trafficking and Slavery Research Group), Monash Business School and Law. Monash Sustainable Development Institute (MSDI) will be also consulted to ensure Monash continues to support the United Nations Sustainable Development Goals (SDGs).

GENDER EQUALITY

Notwithstanding our progress to date, Monash recognises much more must be done to improve gender equity. Gender imbalance continues to persist in leadership, in senior academic roles and in certain areas of Monash where women's participation has been historically low.

While women are notably visible in several very senior Monash appointments (including most notably the President and Vice-Chancellor and the DVC Education), their representation in senior roles is yet to reach parity. Presently women make up 56% of Monash staff but only 39.3% of senior appointments. This disparity is particularly concentrated in academic positions, specifically Level D and above, with less than one third (29.2%) of Professors being women. Conversely, staff in senior professional appointments reached gender parity in 2020.

Recognising that a diverse, inclusive leadership is central to our pursuit of excellence and strengthens both the University and our community, Monash University has set a target to reach 42% of women in senior academic and corporate roles by 2022 and to halve the organisation-wide gender pay gap by the same year.

In reviewing the University's efforts to address the issue of gender inequality in its staff profile, the Working Group agreed that it would be appropriate for Monash to set a target of achieving salary parity for women within five years, and gender parity in senior roles by 2030. The importance of setting a five year milestone towards reaching the 2030 gender parity target was also noted. The Working Group's intention is to achieve substantial progress within the life of the ESG Statement.

Expanding gender equity goals to outreach programs and student population will help Monash to improve further in the Times Higher Education Impact Rankings that assess universities against the United Nation's Sustainable Development Goal 'Gender Equality'.

Advancing women's careers in Science, Technology, Engineering, Mathematics and Medicine (STEMM) remains at the forefront of Monash's gender equity strategy. Institutional support for continued participation in the Athena SWAN accreditation program will be a key enabler for important cultural shifts and transformational changes in STEMM and beyond. Monash seeks to achieve the Athena SWAN Silver award by 2023, demonstrating gender equity leadership within the sector and ensuring the University's competitiveness in the increasingly discerning marketplace.

Monash is also continuing to address equity impacts of the health pandemic on staff by actively supporting retention and career advancement of women in STEMM and other underrepresented groups, by removing systemic barriers generated by caregiving responsibilities and by reducing unconscious bias in decision-making.

RECOMMENDATIONS

GOVERNANCE

The University will explore opportunities to improve its capture and reporting of environmental, social and governance advances.

Monash University makes transformative contributions to some of the most important environmental and social initiatives of our age: as a signatory to the UN Sustainable Development Goals and International Universities Climate Alliance; as host institute for organisations such as ClimateWorks and the Gender, Peace and Security Centre; through research such as the Revitalising Informal Settlements and their Environments (RISE) Project and Securing Antarctica's Environmental Future, and through education programs such as the Global Immersion Guarantee and the Master of Environment and Sustainability. It is time for the University to introduce a more coordinated approach capable of providing greater transparency and celebration of our activities and our commitments in these areas, as well as how they fit within the broad mission of the University and how we can continue to improve in them.

Monash will accomplish this by folding ESG monitoring and implementation into the University's business as usual planning, implementation and monitoring processes. Responsibility for monitoring ESG processes shall be undertaken by a standing committee of the University Council, which will meet twice per year.

The University will also find ways to amplify its SDG reporting and integrate this with the University's other day to day reporting processes.

The University will finalise its approach to these steps by the end of 2021.

INVESTMENT

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

Fund managers are increasingly allocating resources to develop products and capture interest in climate aligned and social outcome orientated investments. Monash aims to lead Australian universities in this endeavour, building on its earlier progress to embed responsible investment action and low carbon investment strategies into its investment practices. The University will also recognise and satisfy its corporate responsibilities to manage its finances responsibly and sustainably at all times.

As a sustainability and social justice pioneer, Monash will work with fund managers to define the pathways that enable it to achieve carbon neutrality across its externally managed investments by 2050.

This approach supports the broader University's Net Zero aspirations, while satisfying its fiduciary responsibilities.

Monash will also 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.

ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES

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

The University will improve its recruitment, support and retention of Indigenous students and staff, and advance research, knowledge and awareness of Aboriginal and Torres Strait Islander Peoples, cultures and issues.

Monash will continue to implement the pillars articulated in the Aboriginal and Torres Strait Islander Framework 2019–2030 across all of the University's operations, and be responsive to ongoing commitments established through governments, and Indigenous community priorities.

The Victorian Government is committed to self-determination as the guiding principle in Aboriginal affairs. As part of this commitment Victoria was the first Australian state to progress Treaty discussions, establishing the First Peoples' Assembly of Victoria to be the voice for Aboriginal communities across the state and represent them in the next phase of the Treaty process.

The Yoo-rook Justice Commission has also been established to build on this work on treaty, and address historic wrongs and ongoing injustices. Notably, the Director of the Castan Centre for Human Rights Law in the Faculty of Law at Monash University, Professor the Honourable Kevin H Bell AM QC, has been appointed as one of five historic truth-telling Commissioners Yoo-rook Justice Commission. This is excellent recognition of Monash University's role.

Monash University will support establishment of the Yoo-rook Justice Commission and contribute to progressing the development of Treaty conversations with our stakeholders and the broader Victorian community.

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

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.

Monash University has an impressive suite of researchers delivering environmental and social transformation. Leveraging and reporting against the Sustainable Development Goals to frame those advances will help Monash to deepen the relevance of its research to communities and strengthen how it coordinates interdisciplinary collaboration across its diverse research profile.

Monash has world class expertise in clean energy domains spanning production and utilisation, storage and transport, AI-based design of future energy systems, market design, policy development and advocacy to enable a clean energy economy to flourish. What is now needed is to integrate this work more closely with government and industry priorities to translate this research into impact – the triple helix of innovation.

A whole-of-University strategy will bring this expertise together to maximise relevance and benefits to partners. This requires a coordinated approach across faculties, institutes, and university facilities management, as well as engagement with partners and the public to accelerate our impact and enhance transformation in energy innovation across the nation and worldwide.

The University will develop and refine a living strategy for clean energy transitions to become the exemplar Australian university for energy innovation research and practice enabling a net zero future. The University will announce its living strategy for clean energy transitions by mid-2021.

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.

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 take up and engagement in learning opportunities in ESG themes. Monash will leverage the advantages provided by its international campuses, partnerships with other universities and its Pacific footprint for doing so.

While recommending the extension of teaching programs consistent with the ESGs, the Review appreciated that some degrees have mandatory subjects for professional qualification purposes. There may be a concern as to faculties' capacity therefore to include ESG focused teaching in a degree syllabus. However, the Review anticipated that many or some of the mandated subjects may be taught in an innovative and creative manner so as to both satisfy professional bodies (e.g. the Victorian Legal Admissions Board and the medical registration authorities) and fulfil the ESGs. The Review regarded the area as requiring encouragement of ESG awareness and leadership across teaching at Monash.

In view of the benefits sustainability and social-themed learning abroad experiences have on academic performance and retention, Monash will make the Global Immersion Guarantee available as an elective for all first- and second- year students enrolled in comprehensive undergraduate degrees. This includes bachelor of Arts, Commerce, Business, Business Administration, and Science, as well as all double degrees with comprehensive degrees (e.g. BEng/ BComm, LLB/BA, BBiomedSc/Sci). Up to 70 per cent of the student cohort will have access to a funded international experience under this program.

The Faculties of Arts, Science and the Monash Business School have developed close working relationships to support the planning and delivery of GIG and other future rich experiences. The GIG can additionally be offered as an elective in all other degrees as determined by the relevant faculties. This will ensure widespread availability without disrupting degree structures or load planning.

Monash will engage with the Australian Government to expand funding under the New Colombo Plan to include the Pacific, and the health student cohort where possible.

The University will roll out and integrate the Sustainable Healthcare Education initiative or similar programs throughout schools in the Faculty of Medicine, Nursing and Health Sciences to encourage sustainable development literacy for all students enrolled in health professional courses. Monash will also engage with other universities to increase this sustainable development literacy elsewhere.

Monash will also pursue development of common core, cross-disciplinary microcredentials that focus on embedding environmental sustainability and social themes in the degrees of students at both the undergraduate and graduate level. The University will explore options to address the current financial disincentives affecting cross-faculty, multidisciplinary learning as part of this process.

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

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.

Monash is uniquely placed and motivated to mobilise governments, industry and communities to adopt sustainable practice as the Asia Pacific Hub of the UN Sustainable Development Solutions Network, through the diversity and excellence of its research and education programs and as the university consistently ranked the most innovative in Australia.

Monash is committed to the triple helix model of innovation to integrate its work with government and industry activity. The University will utilise this model to build its international reputation for initiating and accelerating action in areas where it is already established leader, as well as in emerging priorities areas such as waste management, waste to energy and the transition to hydrogen.

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

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 the adoption of environmental and social principles in South East Melbourne and further progress collaborative development of local water, waste and energy solutions.

Within the Pacific region, momentum is growing for stronger partnerships between Australia and its neighbours and this is anchored around many priorities that align with ESG. The University will develop a Pacific engagement plan to coordinate its regional efforts to promote action on sustainable practice, social justice and good governance.

CAMPUS

Monash University will continue to transition towards net zero emissions and develop its Circular Economy Framework to deliver on our commitment to the SDGs in campus operations.

Monash is committed to improving the sustainability of its operations and supporting transition to a zero-waste society. The University has taken first steps to integrate circular economy principles into its operational sustainability strategy, but a comprehensive organisational shift is essential for complete success.

Resources we utilise in our operations must be recoverable at highest quality, re-used and kept in circulation as long as possible. Ambitious changes in materials recovery, procurement, stewardship, value optimisation and capital project design and delivery are needed to realise this goal.

Circular economy principles will inform the adjustments required to our operational systems and policies to improve resource utilisation up and down our supply chains, maximise value of resources we use and minimise waste creation.

The University's research and teaching capabilities will also be utilised to develop our campuses as exemplars of the circular economy in practice.

By applying innovative circular economy solutions on our campuses Monash will set an example for others to follow. Partnerships with government and industry to influence and support a transition to the circular economy beyond our operational boundaries will also be core to our commitment.

The University will:

- Establish a five-year circular economy strategy to minimise waste to landfill and transition from co-mingled recycling to "close the loop" on valuable materials through a range of better business practices and infrastructure investment.
- Eliminate single-use plastics across all of its Australian campuses by 2025.
- Implement a food organic waste collection program to divert organic waste from landfill

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. The University will leverage its procurement and supply chain operations, its investments and fund managers, as well as research and teaching activities to identify and eliminate slavery risks for its own supply chain as well as leveraging University research to inform governments and civil society strategies to address human slavery globally.

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.

A comprehensive structure, including executive oversight committee and working group to leverage deep academic expertise, will be established to support the University's anti-slavery program. The program will be dynamic and respond to the changing environment in which Monash operates, reporting annually on steps to:

- identify slavery risks as they relate to particular activities of the University;
- understand the specific causal factors which lead to the practices;
- develop an action plan to remediate (noting the imperative to work with the affected area); and
- measure the effectiveness of the University's response and actions.

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 University will comprehensively share and communicate research findings that can inform regional and global efforts to eliminate modern slavery. This work is an essential component of the efforts focused on the reduction and eradication of exploitation in all its forms.

GENDER EQUALITY

Monash will eliminate the systemic barriers to professional advancement affecting women and people of non-binary gender identity in order to achieve gender parity in senior professorial roles.

Monash University aspires to be recognised as the international higher education leader in gender equity. Notwithstanding progress to date, disparity in representation and remuneration continues to persist, especially in senior academic roles and other areas where women's participation at Monash has historically been low.

The University will actively support recognition, retention and career advancement of women and people of non-binary gender identity. 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. This approach will be developed in compliance with the Victorian Gender Equality Act (2020), which includes undertaking gender impact assessments across new policies and programs, conducting a comprehensive workplace gender equality audit and developing a four-year gender equality action plan.

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).

Where relevant, the University will also 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.

In view of the priority in which it views gender equality, by the end of 2021 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.

