



ENVIRONMENTAL SOCIAL AND GOVERNANCE PROGRESS REPORT 2022

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 will contribute 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:

- > **The Uluru Statement from the Heart process for a First Nations Voice to the Commonwealth Parliament of Australia; and**
- > **Treaty discussions in the state of Victoria and the Yoo-rrook Justice Commission.**

FOREWORD BY THE PRESIDENT AND VICE CHANCELLOR, MONASH UNIVERSITY



Monash launched its first Environmental, Social and Governance Statement in 2016. In the years since, the University has greatly increased the number and scale of its contributions to sustainable practice.

By way of example, those contributions include:

- > the Net Zero 2030 commitment to be carbon neutral across our Australian campuses;
- > becoming the first university in the world to raise funds by issuing a climate bond;
- > our world-class, cross-border interdisciplinary research programs, including Revitalising Informal Settlements and their Environments (RISE) and the Citarum Program;
- > the Global Immersion Guarantee, bringing students together with sustainability practitioners in India, Malaysia, Samoa, Fiji, Indonesia and Italy; and
- > the opening of the Monash Indonesia campus in Jakarta, as well as the Pacific Action for Climate Transitions (PACT) Research Centre with Fiji National University, greatly expanding our footprint to deliver transformative sustainable practice in partnerships with regional governments, communities and industry.

Sustainability reporting and environmental, social and governance (ESG) disclosure have also matured since our first ESG Statement launched.

In the business and finance sectors, once disparate corporate sustainability reporting frameworks are beginning to converge worldwide. In higher education, we see the emergence of international rankings that seek to assess universities on their performance against sustainability reporting benchmarks.

Many of these standards are still being developed, and will evolve further in coming years, as public understanding deepens of the significance and urgency of our obligations to each other and to our planet.

Today, Monash has a remarkable international reputation for its contributions to foster that understanding.

This is reflected in our status as host to the Australia, NZ and the Pacific Regional Network of the UN Sustainable Development Solutions Network, and as a signatory to the UN Sustainable Development Goals, the UN Global Compact and International Universities Climate Alliance.

It is reflected in our Strategic Plan, Impact 2030, and the global challenges – climate change, geopolitical security and thriving communities – it strives to address.

And it is reflected in this Annual Report, which measures the progress of our work to meet the commitments articulated in the University's *ESG Statement 2021-2025*.

I am very pleased to see the progress we have made towards realising those commitments. I look forward to celebrating further advances by Monash for many years to come.

Professor Margaret Gardner AC

President and Vice-Chancellor



EXECUTIVE SUMMARY

Monash University's *Environmental, Social and Governance Statement 2021-2025* was published in 2021. As the second guiding statement of its type for Monash, the document built on environmental, social and governance (ESG) commitments articulated in the first ESG Statement (published 2016) and identified further areas for focus by the University relating to sustainability and responsible practise.

The *ESG Statement 2021-2025* identified nine priority areas for focus:

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

Subsequently, an ESG Reporting Framework, as well as a series of indicators, were developed to provide guidance in reporting the University's progress against each of these priority areas.

This *2022 Report on Monash University's Environmental, Social and Governance Progress* is the first comprehensive and aggregated annual report on Monash University's advances across the priority areas identified by the *ESG Statement 2021-2025*.

ESG PRIORITIES: SUMMARY 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

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

Monash University continues to undertake excellent, impactful research to advance the Sustainable Development Goals (SDGs) and accelerate clean energy development. Improvements to University-wide systems have boosted the visibility of sustainability-related research across Monash, with over 300 schools, organisational units, centres and institutes conducting research relevant to the SDGs.

The volume of publications related to the SDGs, including interdisciplinary publications, has increased greatly and at a faster rate than other research. While outputs relating to clean energy appear to have eased since 2020, this decline is limited to publications in the Chemical Science field.

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

4. The Global Immersion Guarantee
5. Increasing New Colombo Plan cohorts
6. Growing ESG and SDG engagement
7. Compiling ESG and SDG teaching programs and activities

Monash University is a leader in mobilising education, training and professional development related to sustainable development. Access to immersive, sustainability-themed experiences expanded in 2022, most of this occurring in the Indo-Pacific region.

All Monash degrees offer programs that advance SDG engagement and the majority of students participate in sustainability-themed experiences (in-curriculum or extra-curricular). The University has an excellent trajectory for securing New Colombo Plan funding to expand these opportunities further.

CAMPUS

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

ESG COMMITMENTS

8. Continue transition towards Net Zero
9. Establish a five-year circular economy plan
10. Eliminate single-use retail plastics
11. Implement a food organic waste program

Monash is improving the sustainability of its operations and supporting the transition to a carbon neutral, zero-waste society. The University has made good progress to net zero emissions at its Australian campuses by 2030. By integrating circular economy principles into our sustainability strategy, systems and policies, we are improving resource use up and down Monash supply chains, maximising the value of resources used and minimising waste creation.

GENDER EQUALITY

The University will foster an inclusive organisational culture in which staff of all genders, 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

12. Recognition, retention and career advancement
13. Improve HR and harassment policies consistent with modern best practices
14. Expand gender equality goals
15. Gender parity

Throughout 2022, Monash continued to expand, refine, interrogate and progress gender equity and gender equality across the University. Key highlights across 2022 include the Equity, Diversity and Inclusion Framework, the Gender Equality Action Plan and the National Student Safety Survey (NSSS) Action Plan.

These efforts seek to reduce gender disparities and disadvantages across Monash. They also lift the visibility and achievements of all women, including Aboriginal and Torres Strait Islander women, women from diverse backgrounds, sexualities and faiths, women with disabilities, and women who are underrepresented in their fields.

ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES

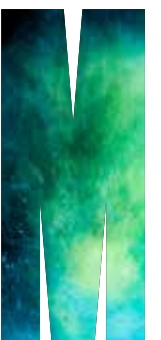
Through our teaching, research and community engagement, the University will continue to make a substantial and ongoing contribution to Indigenous advancement by fostering mutually-beneficial partnerships with Indigenous peoples and communities.

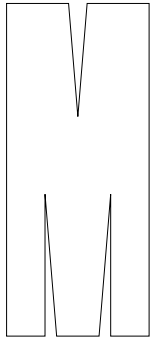
ESG COMMITMENTS

16. Implement the Aboriginal and Torres Strait Islander Framework
17. Support Treaty conversations and the Yoo-rrook Justice Commission
18. Contribute to First Nations Voice to Parliament co-design process

Despite a minor dip in enrolments in 2022 due to lingering effects of the COVID-19 pandemic, the trajectory for participation and success of Indigenous students at Monash University is encouraging. Several key Indigenous academic appointments during the year, including a new Pro Vice-Chancellor Indigenous, are expected to generate further growth and retention of Indigenous HDR talent in future reporting. The University launched compulsory cultural competency modules for staff and students in 2022 to embed further awareness of Indigenous contributions within the Monash community.

Throughout 2022 Monash hosted a series of events and provided support for Indigenous staff to foster engagement in the Uluru Statement from the Heart, the Indigenous Voice to Parliament and the Victorian Treaty process.





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

- 19. Identify slavery risks in the supply chain
- 20. Implement program to manage risks
- 21. Establish a structure for oversight
- 22. Develop impact measures
- 23. Share research to inform efforts to eliminate modern slavery

Monash completed the third year of its initial five-year program against modern slavery, the full details of which will be published as the University's 2022 Modern Slavery Act Report.

Throughout 2022, the University undertook an array of activities to manage modern slavery risks and obligations, including: industry deep dives; updating agreement and sourcing templates; assessment of new risks; development of an operational framework to coordinate and guide implementation of modern slavery actions across entities; training and compliance monitoring; and broadening the reach of the modern slavery program through the onboarding of several controlled entities.

INVESTMENT

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

ESG COMMITMENTS

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

Actions undertaken by Monash in 2022 to transition its investment portfolio towards carbon neutrality included: engaging an independent asset consultant to assess the ESG performance of managed funds; reviewing (through the Investment Advisory Committee) the approach and future direction on ESG in annual meetings with external fund managers; increasing allocations into dedicated ESG funds; beginning work to redevelop the Investment Policy with an increased focus on ESG, and initiating a process to measure the Weighted Average Carbon Intensity on Monash's investment portfolio.

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

- 26. Monash Technology Precinct investment
- 27. Sustainability leadership in South East Melbourne
- 28. Foster Pacific engagement on sustainability

Monash is fostering partnerships in the Monash Technology Precinct and attracting investment in research, health, transport and networking infrastructure underpinning the Precinct ecosystem. Throughout 2022, the University deepened its engagement with businesses and communities in Melbourne's southeast to develop circular economy and clean energy pathways.

The University is also advancing initiatives in the Pacific that drive sustainable transformation, informed by the needs of Pacific communities and the capabilities of Monash.

AT A GLANCE IN 2022



Monash has published **234 publications** relating to SDG 7 Affordable and Clean Energy.



65.3% of first-year courses had access to the Global Immersion Guarantee.



Net emissions on Australian campuses were 28 per cent below 2021 and 51 per cent below the 2015 baseline.



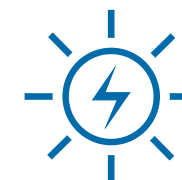
Mean total remuneration **pay gap of 11.5%**, as reported under the Gender Equality Act 2020.



A net emissions **decrease of 22%** towards the Net Zero 2030 target across our Australian campuses, compared to 2021.



84% completion rate of the Cultural Awareness Program online module by students.

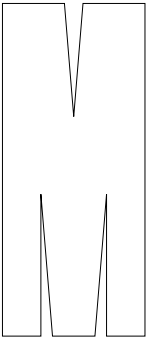


The opening of **Australia's first offsite electric bus charging station** at Clayton campus, supporting the Victorian Zero Emission Bus Trial in Melbourne's south east.



2400 new recurring suppliers onboarded, compliant with relevant modern slavery requirements.

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.

The second ESG Statement builds on commitments articulated in the inaugural ESG Statement (released 2016) and places emphasis for future 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. 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.
- 5. Gender Equality:** The University will foster an inclusive organisational culture in which staff of all genders, 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.
- 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.

GOVERNANCE



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 (formerly known as the 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 1.1).

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

TABLE 1.1: ESG AND ESTATES COMMITTEE CATEGORIES OF MEMBERSHIP

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	Senior Vice-President & Chief Operating Officer
	Senior Vice-President & Chief Financial Officer
	Vice-President (Campus Infrastructure & Services)
	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 Vice-Chancellor's Executive Implementation and Oversight Committee (VCEIO) and 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.

VICE-CHANCELLOR'S EXECUTIVE IMPLEMENTATION AND OVERSIGHT COMMITTEE

The Vice-Chancellor's Executive Implementation and Oversight (VCEIO) Committee advises the Vice-Chancellor on the implementation of University strategy, monitors progress of key initiatives and provides oversight to the University's risk profile.

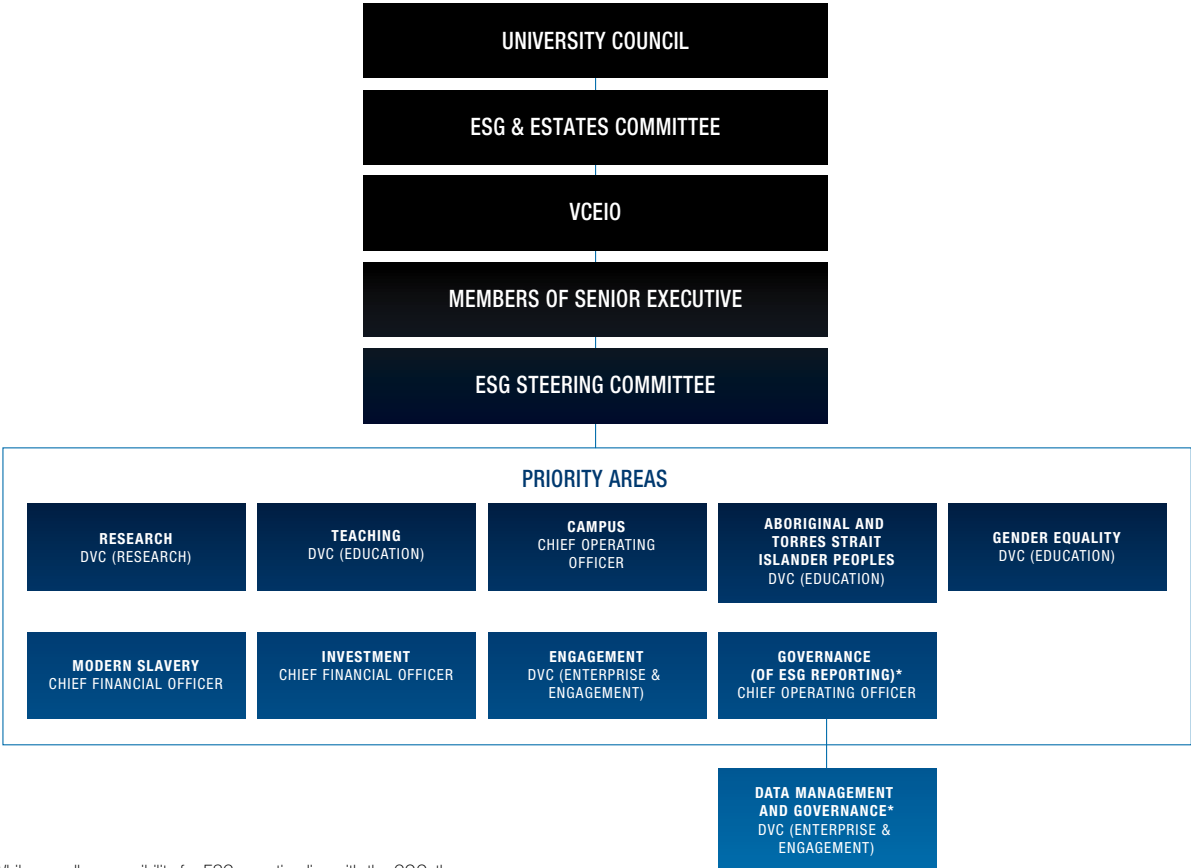
VCEIO has operational oversight of those parts of the ESG Statement that are incorporated into the implementation plan and regular reports are provided to it, in accordance with the VCEIO reporting schedule.

ESG STEERING COMMITTEE

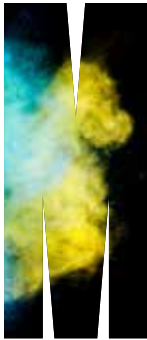
The ESG Steering Committee was established in November 2022 to provide additional oversight to implementation of commitments in the ESG Statement and to advance progress against the SDGs.

Members of the ESG Steering 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.

FIGURE 1.1: ESG GOVERNANCE STRUCTURE



* While overall responsibility for ESG reporting lies with the COO, the COO portfolio works with the Enterprise Intelligence and Insights team (DVC (Enterprise and Engagement)) to manage data and analytics for ESG and SDG reporting.



MANAGING ESG RISK

Risks perceived to be most important to Monash's strategic objectives are captured in its Group Risk profile. These risks are both strategic and operational. They are identified by reference to Monash's strategic plan (Impact 2030), supporting plans, external circumstances, and specialist internal advice.

Risks that may affect the achievement of Monash's ESG commitments, as well as material ESG risks to the Monash Group (e.g. climate risks, data security risks, conduct risks), fall within this wider Group Risk profile. Monash's approach to the management of risk and compliance is defined by its Enterprise Risk Management Framework and the Enterprise Risk Management Policy and Procedure.

This 2022 Report on Environmental, Social and Governance Progress documents Monash's progress in meeting the commitments articulated for the priority areas of the ESG Statement 2021-2025. Future annual reports will endeavour to capture information about risks affecting the achievement of Monash's ESG commitments and the controls in place to mitigate those risks. Consideration will also be given to providing information on Monash's management of broader ESG risks.

ABOUT THIS REPORT

In 2022 an ESG Reporting Framework was developed to provide guidance in reporting the University's progress of its ESG priorities (as outlined in the University's ESG Statement 2021-2025) and Sustainable Development Goals (SDG) advances.

Council approved the University's ESG Reporting Framework (the Framework) on 15 June 2022.

Under the Framework, each University ESG priority area lead determines the appropriate indicators relevant to their responsible ESG priority area, with these indicators to be incorporated in the annual ESG report.

Accordingly, the Enterprise Intelligence and Insights team (from DVC (Enterprise and Engagement) portfolio) and Office of the Chief Operating Officer consulted with each of the respective ESG priority lead offices to develop indicators that are:

- > Relevant;
- > Objective;
- > Robust; and
- > Measurable.

In some instances, ESG priorities are not quantifiable, and where this occurs, qualitative measures have been utilised (i.e. in the form of case studies or project examples).

The indicators were approved by the ESG and Estates Committee in November 2022, and form the basis for the 2022 Report on Environmental, Social and Governance Progress.



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

Monash University continues to undertake excellent, impactful research to advance the Sustainable Development Goals and accelerate clean energy development. Improvements to University-wide systems have boosted the visibility of sustainability-related research across Monash, with over 300 schools, organisational units, centres and institutes conducting research relevant to the SDGs.

The volume of publications related to the SDGs has increased greatly and at a faster rate than other research. Although a total publications figure for 2022 was not available at time of reporting, results showed a 39 per cent improvement in publications since 2018. Interdisciplinary sustainability-related research also increased over the same period, with a 35 percent lift in publications.

Clean energy research undertaken at Monash has approximately twice as much impact as the world average (measured by Field-Weighted Citation Impact (FWCI)). While outputs relating to clean energy (SDG 7) appear to have eased since 2020, this decline is limited to publications in the Chemical Science field, where several prominent researchers have recently retired or resigned from Monash.



PRIORITY 1: Clean Energy Transitions

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

MEASURING RESEARCH PERFORMANCE AGAINST SUSTAINABLE DEVELOPMENT GOALS

Monash University's current metric for measuring its quantitative research performance against the United Nations Sustainable Development Goals (SDGs) is based on publication output. To reflect the overall impact of scholarly outputs, a wide range of publications are covered by this metric, including journal articles, conference papers, book chapters and reviews.

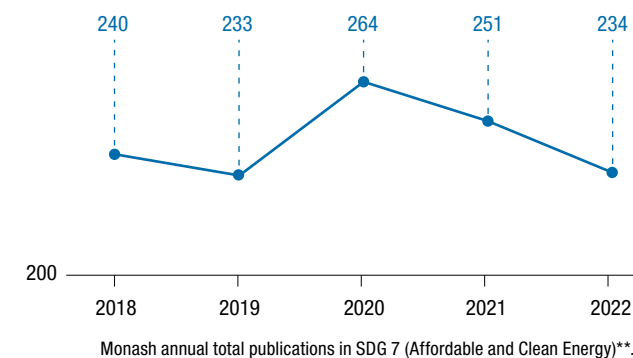
As with most Australian universities, Monash University sources data on its publication outputs from SciVal, a research analytics tool for publication and citation data gathered from academic publisher Elsevier's Scopus abstract and citation database.

SciVal data is typically updated in June each year for the previous year's publications. This means at the time of reporting, quantitative research outputs relating to two of the three ESG priorities relating to research for 2022 remain incomplete, with additional publications expected to be added to the citation database during 2023. This applies to all publication outputs, including Quantity of Publications, 3-year rolling Field Weighted Citation Impact, and proportion of publications.

At the time of reporting, publication metrics relating to Monash University's research performance in 2022 against SDG 7 Affordable and Clean Energy were incomplete, with additional publications to be added to the Scopus database through to June 2023. However, from results at the time of reporting it is likely that publications relating to SDG 7 have eased slightly since peaking in 2020.

A driving factor behind this decline is the resignation or retirement in recent years of several prominent researchers from the Monash Energy Materials and Systems Institute (MEMSI), whose work contributed significantly to publications in the chemical science research field (the biggest source of Monash publications relating to SDG 7). Chemical science outputs relating to SDG 7 have fallen 32 per cent since 2018 (from 114 in 2018 to 78 in 2022).

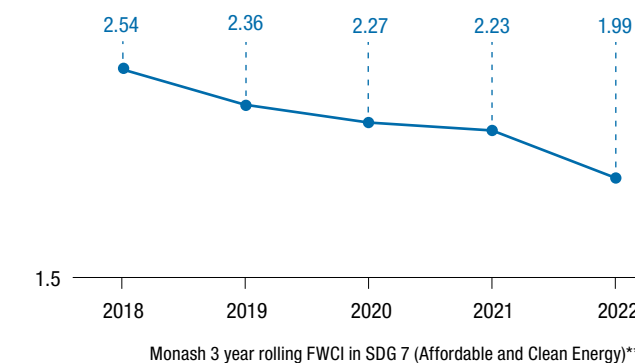
FIGURE 2.1: RESEARCH PUBLICATIONS RELATING TO SDG 7: AFFORDABLE AND CLEAN ENERGY**



At the time of reporting, Monash University researchers had published a total of 234 publications relating to SDG 7 Affordable and Clean Energy in 2022. This includes journal articles and reviews, conference papers and proceedings, book chapters, reviews, letters and more.

With additional publications to be added to the Scopus database through to June 2023, the final total publications relating this indicator for 2022 is likely to increase. If Chemical Science publications are excluded from this metric, total Monash publications relating to SDG 7 have continued to increase.

FIGURE 2.2: 3-YEAR ROLLING FWCI RELATING TO SDG 7: AFFORDABLE AND CLEAN ENERGY**



Field-Weighted Citation Impact (FWCI) refers 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 2022, the three-year rolling FWCI of Monash research publications relating to SDG 7 was 1.99 at the time of reporting, which is 99 per cent higher than the world average. As this figure is partly based on citations from 2022, where data was incomplete at the time of reporting, it is likely the University's final actual performance for 2022 will be higher.

Case studies in Clean Energy Transition

NEXT GENERATION SOLAR CELLS

In 2022, Monash and CSIRO published new research which showed perovskites absorb significantly more visible light than previously understood. The results have significant implications for the future of energy production, improving solar cell technology and reducing reliance on fossil fuels.

Perovskites are a class of materials known to have a high performance potential in solar cells with low production costs. Monash has an extensive record of research in perovskite solar cell development, supported with funding from the Australian Research Council (ARC) Discovery Program and ARC Centre of Excellence in Exciton Science, as well as the Australian Centre for Advanced Photovoltaics, funded by the Australian Renewable Energy Agency (ARENA).

The Monash-CSIRO findings are a significant step toward development of high efficiency, stable perovskite devices capable of being deployed as solar windows. This could eventually enable buildings with glass facades to generate their own power – until now, a largely untapped commercial market opportunity.

The research is supported by the Monash Centre for Electron Microscopy, the Monash X-Ray Platform (MXP) and the Melbourne Centre for Nanofabrication.

LITHIUM-SULFUR BATTERIES

Lithium-sulfur batteries have emerged as crucial for energy storage during the transition to emissions-free electrification, offering higher energy density and reduced costs compared to lithium-ion batteries. Lithium-sulfur batteries also do not rely on metals like cobalt, nickel and manganese, which are dwindling in global supply.

In recent years Monash researchers partnering with CSIRO have made a series of discoveries utilising nanomaterials in lithium-sulfur battery components.

In 2022, the team developed a new battery interlayer that promotes exceptionally fast lithium ion transfer while improving battery performance and lifetime. This cheaper, greener and faster lithium-sulfur battery enables charging and discharge of energy at a greatly improved rate than previously available. Batteries developed utilising this method can be charged and discharged as many as 10,000 times without failure.

The technology is a significant step towards cheaper, cleaner and higher performing batteries that can be manufactured within Australia.

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.

IMPROVING VISIBILITY AND COORDINATION OF SDG-RELATED RESEARCH

Pure is Monash University's research management system, centralising information on research profiles, grants, contracts and research outputs. Profiles on Monash researchers and research centres on Pure are publicly available and feature prominently in web searches.

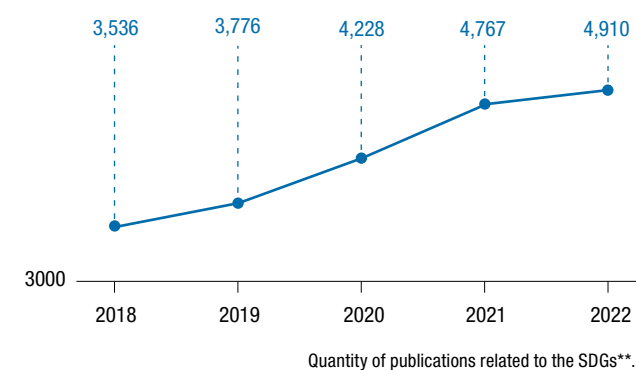
Since the release of the ESG Statement, Monash has worked to ensure research relating to the UN Sustainable Development Goals is captured on Pure. In 2022 this process was automated to increase visibility of sustainability-related research and improve how SDG reporting across the University is coordinated. All Monash researchers, research outputs and organisational units that foster sustainability are now 'auto-tagged' with the appropriate SDGs.

This information is available via the external facing portal: research.monash.edu.

GROWTH OF SDG RELATED RESEARCH

Awareness of and engagement with SDG issues has increased among Monash researchers over the past five years, as with the broader academic community.

FIGURE 2.3: RESEARCH PUBLICATIONS RELATING TO THE SDGS**

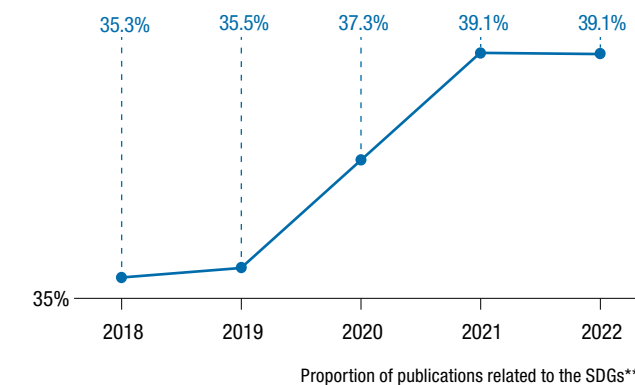


Although a final count of total publications for SDG-related research in 2022 was unavailable at time of reporting, it is clear that volumes are improving year on year. At the time of reporting, Monash University researchers had published a total of 4910 publications relating to the SDGs in 2022; a three per cent improvement on 2021, and a 39 per cent increase since 2018.

Much of this growth has been driven by research relating to the following SDGs:

- > SDG 3 Good Health and Wellbeing – up by 1010 publications (47 per cent)
- > SDG 9 Industry, Innovation and Infrastructure – up by 100 publications (53 per cent)
- > SDG 10 Reduced Inequality – up by 100 publications (51 per cent) and
- > SDG 13 Climate Action – up by 66 publications (44 per cent).

FIGURE 2.4: PROPORTION OF PUBLICATIONS RELATING TO THE SDGS**

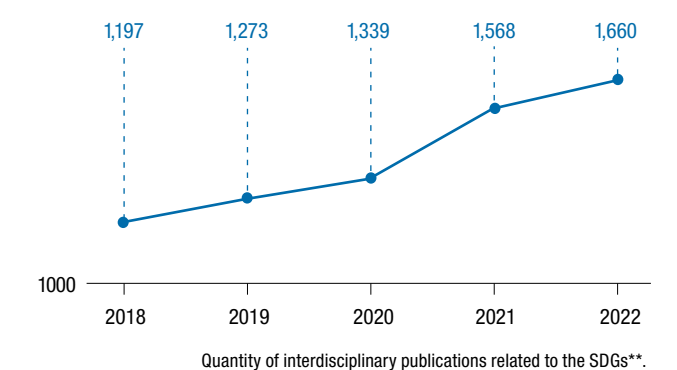


Sustainability related research has grown at a faster rate than other research. Research publications grew by 25.5 per cent over the five years to 2022, while research outputs relating to the SDGs grew by 38.9 per cent over the same period. SDG-related research consequently comprises an increasing proportion of overall Monash research, as Figure 2.4 shows.

SDG RELATED RESEARCH IS INTERDISCIPLINARY

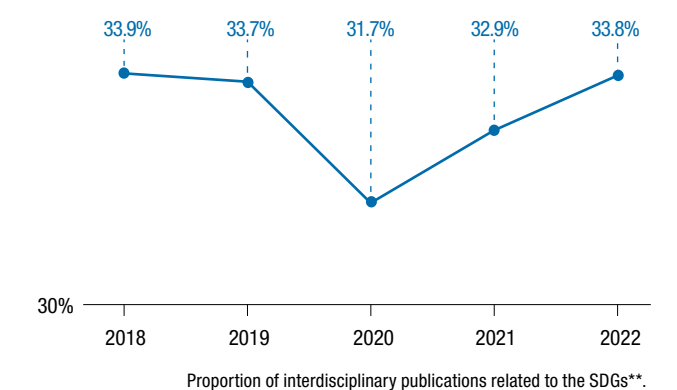
Interdisciplinary research encourages collaboration across different fields, leading to innovative solutions to complex problems.

FIGURE 2.5: QUANTITY OF INTERDISCIPLINARY PUBLICATIONS RELATED TO THE SDGS**



Interdisciplinary research relating to the SDGs (defined as research publications for which Scopus has assigned two or more All Science Journal Classification fields) is growing. At the time of reporting, Monash University researchers had published a total of 1660 interdisciplinary publications relating to the SDGs in 2022; a six per cent improvement on 2021. With additional publications to be added to the Scopus database through 2023, the final total interdisciplinary publications for 2022 is likely to increase.

FIGURE 2.6: PROPORTION OF INTERDISCIPLINARY PUBLICATIONS RELATED TO THE SDGS**



**SDG related publication metrics sourced from Scival.



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.

Successful roll out of SDG auto-tagging in Pure marked the completion of a central portal for information on sustainability relevant research activity across Monash. All SDG-related research, including activity with external organisations with whom Monash has co-authored research outputs, is available via the external facing portal: research.monash.edu.

In 2020, more than 300 Monash organisational units (including schools, centres and institutes) engaged in SDG-related research. While these are located across Monash, the scale of the Faculty of Medicine, Nursing and Health Sciences meant that organisational units within the health sciences accounted for the biggest volume of research outputs.

TABLE 2.7: TOP 15 MONASH ORGANISATIONAL UNITS WITH SDG TAGGED OUTPUTS (2022)

ORGANISATIONAL UNIT		RESEARCH OUTPUTS
1	Epidemiology & Preventive Medicine Alfred Hospital	650
2	Medicine Monash Health	229
3	Chronic Disease & Ageing	184
4	Planetary Health	161
5	Jeffrey Cheah School of Medicine & Health Sciences	147
6	Psychology	145
7	Monash Biomedicine Discovery Institute	141
8	Health Systems Services & Policy	136
9	School of Pharmacy (Malaysia)	131
10	School of Public Health and Preventive Medicine	124
11	Melbourne Sexual Health Clinic	116
12	Eastern Health Clinical School	95
13	School of Engineering (Malaysia)	94
14	Acute & Critical Care	93
15	Evidence Synthesis, Qualitative & Implementation Methods	88

Affiliates in the health sciences similarly dominated the list of external organisations with whom the University collaborated in SDG-related research (Table 2.8).

TABLE 2.8: TOP 15 EXTERNAL AFFILIATIONS WITH SDG TAGGED OUTPUTS

EXTERNAL AFFILIATE		2022
1	University of Melbourne	750
2	Alfred Hospital	240
3	University of Sydney	211
4	University of New South Wales	187
5	University of Queensland	176
6	Deakin University	197
7	Monash Health	162
8	La Trobe University	135
9	Peter MacCallum Cancer Centre	96
10	Royal Melbourne Hospital	117
11	University of Adelaide	93
12	Baker Heart and Diabetes Institute	82
13	Curtin University	83
14	Eastern Health	77
15	University of Western Australia	67





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

4. The Global Immersion Guarantee
5. Increasing New Colombo Plan cohorts
6. Growing ESG and SDG engagement
7. Compiling ESG and SDG teaching programs and activities

SUMMARY STATEMENT

Monash University is a leader in mobilising education, training and professional development related to sustainable development. Access to immersive, sustainability-themed experiences expanded in 2022, most of this occurring in the Indo-Pacific region.

All Monash degrees offer programs that advance SDG engagement and the majority of students participate in sustainability-themed experiences (in-curriculum or extra-curricular). The University has an excellent trajectory for securing New Colombo Plan funding to expand these opportunities further.

PRIORITY 1: Global Immersion Guarantee

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

2022 was the first year Monash was able to offer the Global Immersion Guarantee (GIG) to students since COVID. Access to the program has expanded greatly. Of 118 undergraduate degrees offered by Monash in 2022, the GIG was available to nearly two-thirds of them (77 courses), compared to 18.7 per cent in 2019.

FIGURE 3.1: PROPORTION OF FIRST-YEAR COURSES WITH ACCESS TO GIG

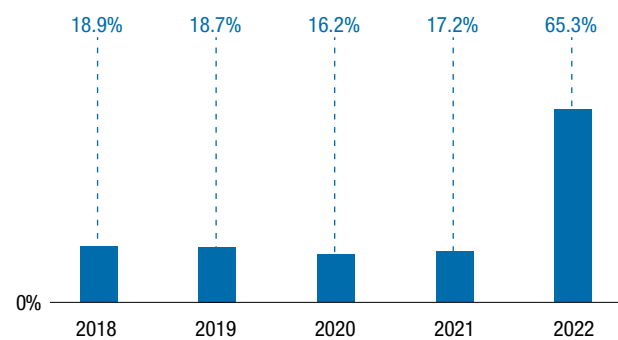
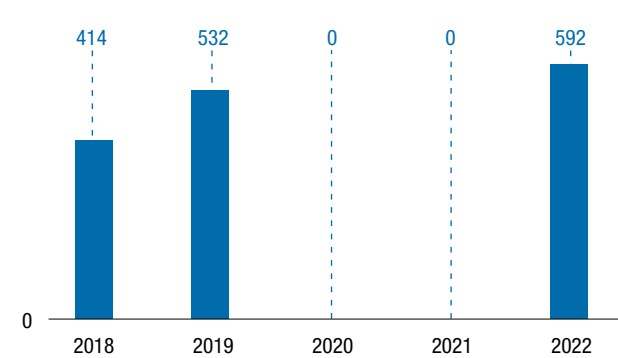


FIGURE 3.2: FIRST-YEAR UG STUDENT ACCESS IN GLOBAL IMMERSION GUARANTEE



In total, 592 students participated in 2022 (with 573 successful completions), an 11 per cent increase in volumes for 2019, when the funded overseas experience was last offered.

The GIG program also expanded to two new locations: Fiji and Delhi (Mumbai had been provided as a destination in previous years as part of the India program).

TABLE 3.3: GLOBAL IMMERSION GUARANTEE PARTICIPATION RATES BY LOCATION (2022)

LOCATION	THEMES OF STUDY	STUDENTS
Delhi	> Air and water pollution > Mass urbanisation	59
Mumbai	> Mass urbanisation > Climate change and gender equity > Waste management > Renewable energy	103
Fiji	> Conservation > Eco-tourism	125
Malaysia	> Heritage conservation > Eco-conservation > Sustainability > Reclamation, development and livelihoods	122
Indonesia	> Energy security	114
Italy	> Sustainable tourism > Sustainable fashion / fast fashion	69

As an in-curriculum program that contributes to course progression, it is difficult to accommodate the GIG elective unit in some degrees, e.g. Pharmacy, Nursing and Paramedicine. However, the number of undergraduate degrees offering access to the program will continue to grow over coming years.

Overall, 4.3 per cent of Monash University's total first year undergraduate cohort took part in the GIG for 2022. The trajectory of the program is strong and take up is expected to increase rapidly amid growing student awareness and expanding opportunities to access the offering.

PRIORITY 2: Increasing 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 Indo-Pacific.

Monash University has been Australia's most successful tertiary institution in securing New Colombo Plan funding.

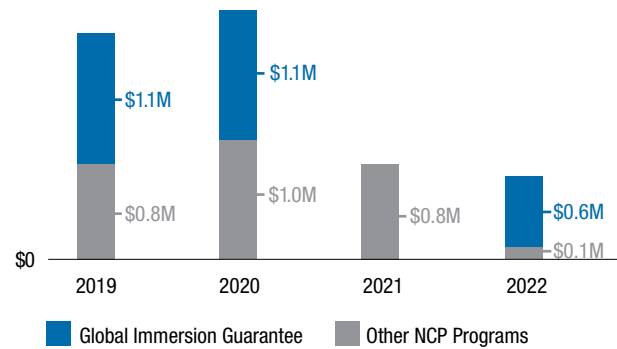
Building off a strong track record of supporting our mobility initiatives, in particular the GIG, Monash has animated the ambitions of the New Colombo Plan by engaging at scale in the Indo-Pacific through a strong network of university, governmental, non-governmental and industry partnerships.

In 2022 the GIG added Fiji to its destination locations and will be expanding further into the Indo-Pacific in 2023.

FUNDING UNDER THE NEW COLOMBO PLAN

With the closure of international borders during COVID, New Colombo Plan funding to Monash dropped from more than \$2 million in 2020 to \$720,000 by 2022. The majority (83 per cent) of this funding for 2022 was directed toward restoring the GIG.

FIGURE 3.4: NEW COLOMBO PLAN FUNDING ALLOCATIONS, 2019-2022



FUTURE NEW COLOMBO PLAN FUNDING

In December 2022, the Australian Government awarded \$3,940,000 in funding to Monash under the New Colombo Plan 2023 Mobility Program, 85 per cent of which will support the GIG.

PRIORITY 3: Increase ESG and SDG engagement



The University will commit to the extension of ESG and SDG awareness and engagement across all degrees while continuing to meet professional qualification requirements and satisfying relevant professional bodies

In 2022, Monash University offered approximately 2000 in-curriculum and extra-curricular rich experiences related to the Sustainable Development Goals, comprised of units across the Monash faculties and institutes, as well as extra-curricular sustainability and ESG-related programs.

A total of 58,759 students participated in these experiences.

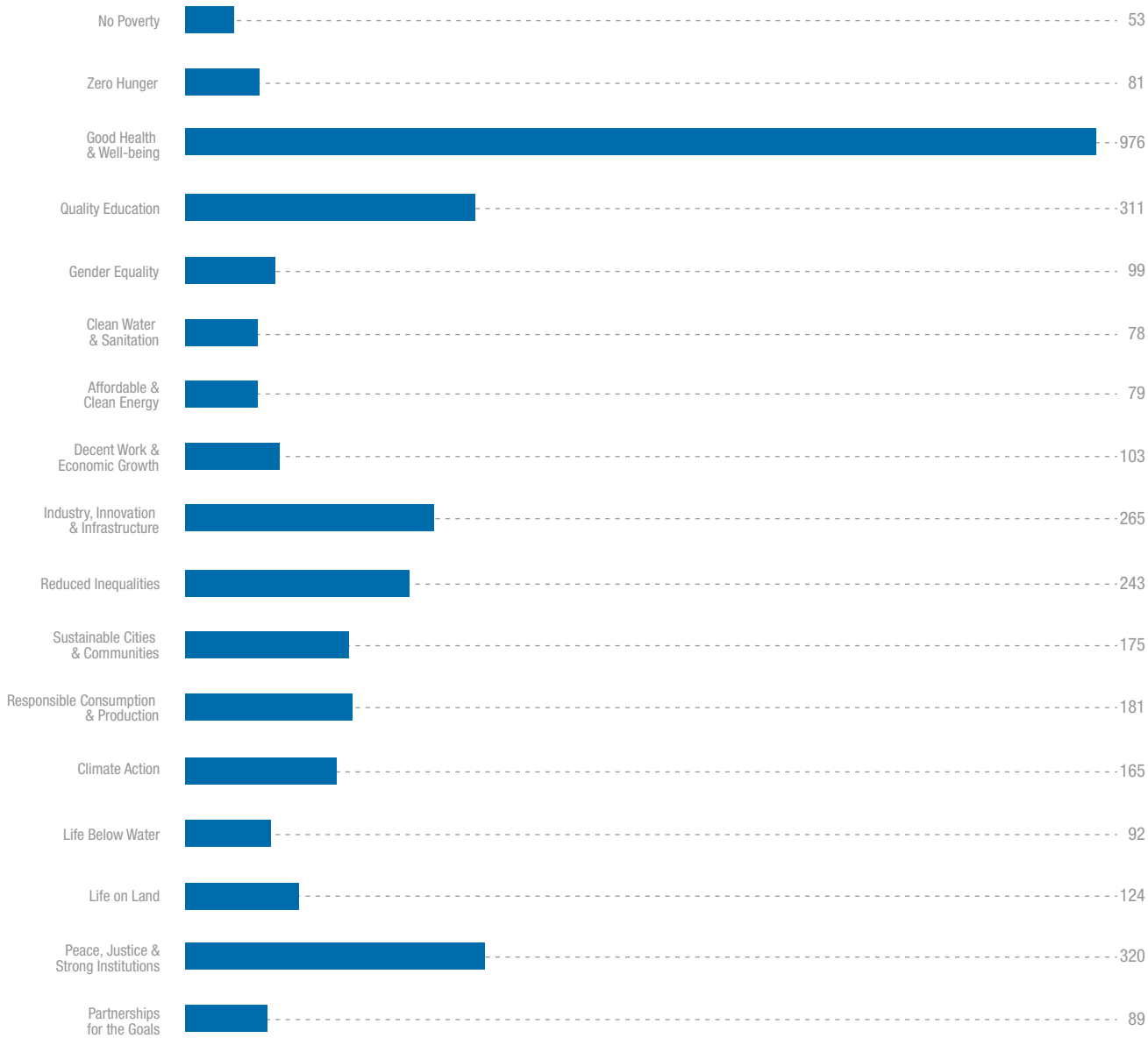
PRIORITY 4:

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.

All students enrolled at Monash have access to curricular, co-curricular and extra-curricular programs that advance SDG engagement, from foundational literacy-focused units to transformative action-focused course capstones, as well as cross-faculty interdisciplinary offerings.

FIGURE 3.5: EDUCATIONAL OFFERINGS ALIGNING WITH THE SUSTAINABLE DEVELOPMENT GOALS (2022)



CURRICULAR PROGRAMS

In 2022, Monash implemented two transformative educational offerings focused on advancing the SDGs within the Indo-Pacific. Both programs were available to students across the majority of Monash degrees:

1. The Global Immersion Guarantee, the flagship international study initiative bringing Monash students together with sustainability practitioners in India, Malaysia, Samoa, Fiji, Indonesia and Italy to understand the impact of human activities on environments and to implement actions to advance the SDGs.
2. The Monash Innovation Guarantee, enabling Monash students to collaborate with corporations, small to medium enterprises, non-profit organisations and UN and government agencies to innovate for social and environmental impact. Partners include Microsoft, Indigenous organisations, Tesla, Engie and the Banksia Foundation.

The University also offered dedicated degrees on environmental and sustainability-related matters:

- > Master of Environment and Sustainability
- > Bachelor of Science Advanced — Global Challenges (Honours)
- > Master of International Development Practice
- > Master of International Sustainable Tourism Management
- > Master of Green and Sustainable Technologies
- > Master of Indigenous Business Leadership; and
- > Graduate Certificate of Innovation for Sustainability.

CO-CURRICULAR AND EXTRA-CURRICULAR PROGRAMS

Monash hosts a diverse array of co-curricular and leadership programs that relate to sustainability and sustainable development, leadership and entrepreneurship. Prominent examples include:

- > The Generator
- > Leave No One Behind
- > Green Steps
- > the Green Impact Programs
- > Social entrepreneurship challenge in the Indo-Pacific, and
- > Ancora Imparo Leadership Program.

Student-led initiatives include the Monash Association of Sustainability, the Monash Energy Club, the Monash International Affairs Society, Precious Plastics Monash, the Monash University Volunteer Program, and SDSN Youth AusNZPac.

OTHER EDUCATION PROGRAMS

As official observers to the UNFCCC Conference of the Parties (COP) and United Nations Environment Program (UNEP), Monash is instrumental to advancing education policy for sustainability.

The University has also led or been instrumental in promoting sustainability education and awareness beyond Monash by engaging in a range of initiatives, including:

- > the Monash Education, Environment and Sustainability Research Group, advancing research-based understandings and scholarly development of environmental and sustainability education;
- > the Monash Climate Change Communication Research Hub, implementing best practice approaches to communicating climate change, in partnership with leading science and media organisations;
- > the Youth Environmental Alliance in Higher Education (YEAH) Network Alliance, equipping young people with collaborative, evidence-based methods to foster global environmental sustainability;
- > the Monitoring and Evaluation of Climate Change Education (MECCE) Project, promoting climate literacy and action by improving climate change education, training, and public awareness;
- > the International Universities Climate Alliance, sharing evidence-driven climate research with the public to support policy makers;
- > the UN Sustainable Development Solutions Network's initiatives for accelerating education for SDGs in universities; and
- > as a signatory to the Principles for Responsible Management Education (PRME), Monash Business School is an international leader in responsible management education and engagement.





CAMPUS

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

ESG commitments

- 8. Continue transition towards Net Zero
- 9. Establish a five-year circular economy plan
- 10. Eliminate single-use retail plastics
- 11. Implement a food organic waste program

SUMMARY STATEMENT

Monash is improving the sustainability of its operations and supporting the transition to a carbon neutral, zero-waste society.

The University has made good progress to net zero emissions at its Australian campuses by 2030. By integrating circular economy principles into our sustainability strategy, systems and policies, we are improving resource use up and down Monash supply chains, maximising the value of resources used and minimising waste creation.

A complete breakdown of sustainability data for Monash University sites is provided in Appendix 2.

PRIORITY 1: Net Zero

The University will continue to transition towards net zero emissions.

Monash embarked on the following activities in 2022 to help realise net zero emissions at its Australian campuses:

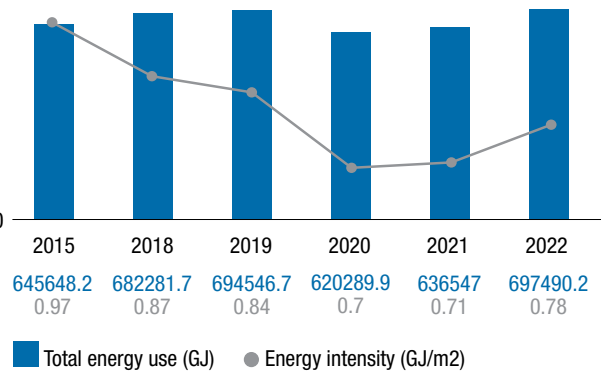
- > Continued implementing the energy efficiency program, with 50,000 LED lighting upgrades completed to date. Stage 2 of the Building Optimisation project continued in 2022.
- > Continued implementing the thermal precinct electrification strategy, upgrading end-of-life gas-fired domestic hot water systems with high efficiency heat pump technology at the Clayton and Peninsula campuses.
- > Installed Australia's first en-route offsite charging station at the Clayton campus bus interchange, as part of the Victorian Government's three-year Zero Emission Bus Trial, in partnership with CDC Del Gro and Engie. This station enables top-up charging for the buses during their daily operation and allowing them to stay in service longer each day.

ENERGY CONSUMPTION AND EMISSIONS

Monash is making significant progress to reaching its Net Zero 2030 target. The University further reduced energy intensity and greenhouse emissions across its Australian locations in 2022.

While total energy use is returning to pre-COVID levels with the full reopening of campus operations, the efficiency of Monash spaces continues to improve. Energy intensity (GJ/m2) increased by 8 per cent from 2021 to 2022, however it is 21 per cent below the 2015 baseline.

FIGURE 4.1: TOTAL ENERGY (GJ) AND ENERGY INTENSITY (GJ/M2), 2015-2022

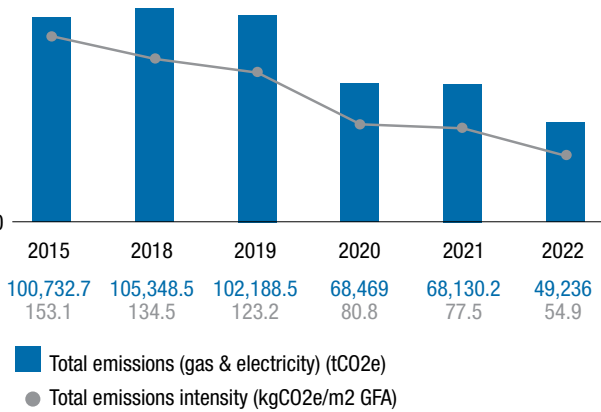


Greenhouse gas emissions from natural gas (Scope 1) and electricity (Scope 2) have reduced significantly since 2017, when Net Zero by 2030 was announced. In 2022, net emissions were 28 per cent below 2021 and 51 per cent below the 2015 baseline. An increase in the voluntary surrender of large-scale generation certificates (LGCs) purchased from the Murra Warra Wind Farm is a primary contributor to our emissions reductions.

In 2022, Greenhouse gas emissions attributed to Scope 1 emissions (natural gas used for heating and cooling) increased by 9 per cent, while Scope 2 emissions (electricity consumption) decreased 40 per cent compared to the previous year.

In 2022, our emissions intensity decreased by 29 per cent when compared to 2021 and is 64 per cent below the 2015 baseline.

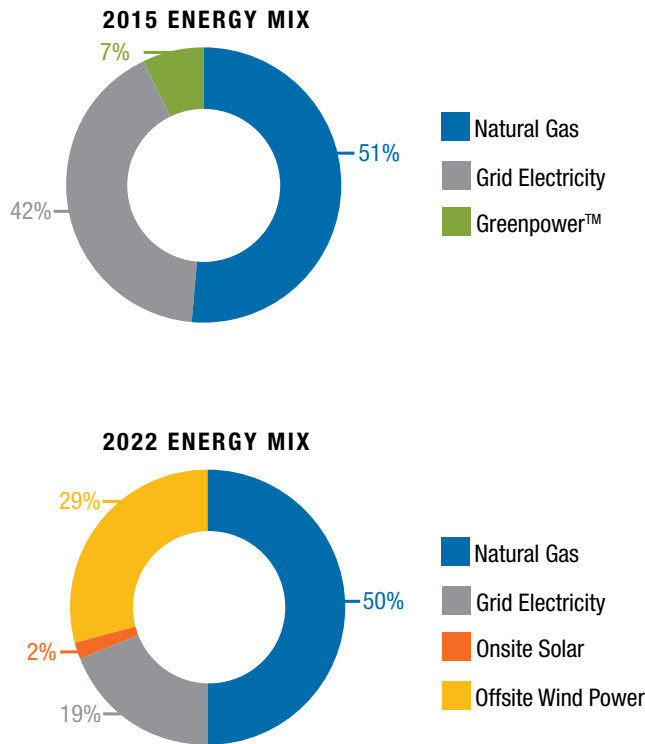
FIGURE 4.2: NET CARBON EMISSION AND EMISSIONS INTENSITY 2015-22



RENEWABLE ENERGY

Monash sources its renewable energy from rooftop solar photovoltaics across its four Australian campuses and off-site wind energy from the Murra Warra Wind Farm. The University has steadily increased its reliance on renewable sources year on year. In 2022, renewable sources generated 62 per cent of the University's electricity use and 31 per cent of total energy use (gas and electricity).

FIGURE 4.3: ENERGY MIX 2015 VS. 2022



While renewables account for an increasing proportion of energy use at Monash, natural gas continues to account for approximately half of the University's total energy mix. Switching from gas to all-electric heating and hot water is essential to reach our net zero target. End-of-life gas-fired hot water and HVAC plant is continually being upgraded with heat pump technology.

2022 ENERGY OUTPUT (GJ)

GAS	WIND	SOLAR	GRID	TOTAL
352,198	199,800	13,530	131,962	697,490

PRIORITY 2: Circular economy plan

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

A Circular Economy Framework was drafted in 2022 to minimise waste to landfill and transition from comingled recycling to “close the loop” on valuable materials.

The draft Circular Economy Framework identifies six key pillars to coordinate activities:

1. Towards Net Zero
2. Responsible Procurement
3. Transport
4. Building Construction
5. Organics
6. Circular Economy Strategy.

As of December 2022, 41 initiatives to support the University's transition to a circular economy were either in development or had been activated as a result of stakeholder discovery workshops, reviews of best practice and other analysis and engagement during the Framework's development.

Five-year roadmaps and implementation plans for each pillar will be completed in 2023 and include consultation with Monash staff and students followed by endorsement to the Plan and associated targets by the Estates and ESG Committee.

PRIORITY 3: Eliminate single- use retail plastics

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

Regulations under section 465 of the Environment Protection Act 2017 ban 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. All retailers at Monash University's Australian campuses were complying when the ban came into effect in February 2023.

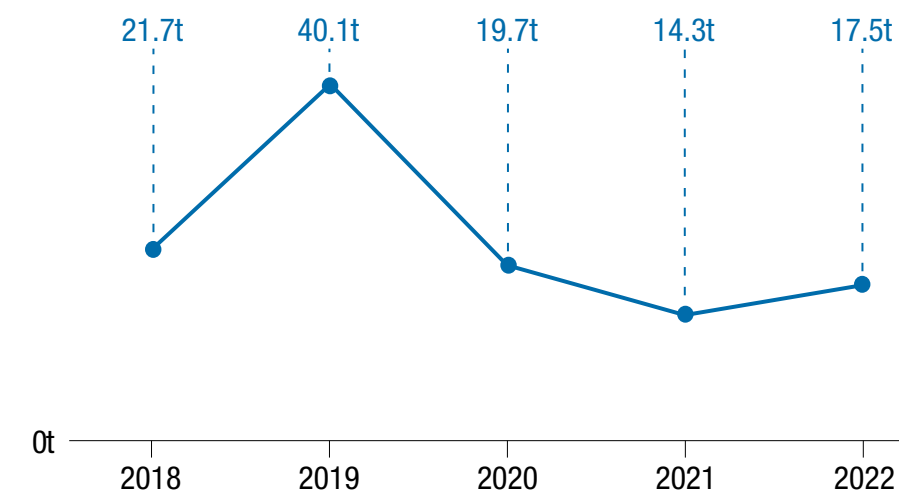
A survey of Monash retailers showed that although about 50 per cent offer at least one reusable option, the majority of food utensils distributed are still single use (e.g. bamboo or combustible bio-cutlery). Presently single use biodegradable food utensils are directed to landfill. Until there is greater capacity in Victoria to recycle these products, the University is pursuing opportunities to encourage retailers to increase reusable options.

In order to help achieve this aim, a free reusable coffee cup system, Green Caffeen, launched at six cafes across the Clayton and Peninsula campuses. A reusable crockery and cutlery pilot program begins in Term 1 2023 at the Clayton Campus Centre, with support from an \$80,000 grant by Sustainability Victoria.

PRIORITY 4: Food organic waste program

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

FIGURE 4.4: TONNES OF ORGANIC WASTE DIVERTED FROM LANDFILL, 2018-2022



Monash entered into a new waste contract in November 2022 that included organic waste as a collection stream. Changes to waste disposal infrastructure relevant to the new contract, including new bins and signage in staff and student kitchens, were scheduled for roll-out early 2023.

Further measures to advance the new food organic waste program included:

- > Awareness raising via staff campus updates, including webinars
- > Compostable product guides (in development with the waste contractor)
- > Improved data and reporting, including:
 - Weight-based data to be provided by the new waste contractor (vs. bin lifts)
 - New reporting portal (waste) in development.





GENDER EQUALITY

The University will foster an inclusive organisational culture in which staff of all genders, 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

- 12. Recognition, retention and career advancement
- 13. Improve HR and harassment policies consistent with modern best practices
- 14. Expand gender equality goals
- 15. Gender parity

SUMMARY STATEMENT

Gender equality and our broader commitments to equity, diversity and inclusion are fundamental to Monash University's strategy and vision, and equality and inclusion are core to excellence. Throughout 2022, Monash continued to expand, refine, interrogate and progress gender equity and gender equality across the University.

Key highlights across 2022 include:

- > the Equity, Diversity and Inclusion Framework, enhancing and refining various gender equality initiatives using an intersectional lens;
- > the Gender Equality Action Plan, directly supporting priorities of the Environmental, Social and Governance Statement 2021-25, emphasising renewed focus to lead progress on gender equity and inclusion; and
- > the National Student Safety Survey (NSSS) Action Plan, through which Monash leads the sector in preventing and responding to sexual harm through an evidence-based approach.

These efforts seek to reduce gender disparities and disadvantages across Monash. They also lift the visibility and achievements of all women, including Aboriginal and Torres Strait Islander women, women from diverse backgrounds, sexualities and faiths, women with disabilities, and women who are underrepresented in their fields.

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.

GENDER COMPOSITION AT MONASH UNIVERSITY

Under the Gender Equality Act 2020, Monash University is required to report on gendered segregation in the workplace, using the code system for occupations drawn from the Australian and New Zealand Standard Classification of Occupations (ANZSCO).

FIGURE 5.1: GENDER COMPOSITION IN SENIOR ACADEMIC AND PROFESSIONAL ROLES, MARCH 2021

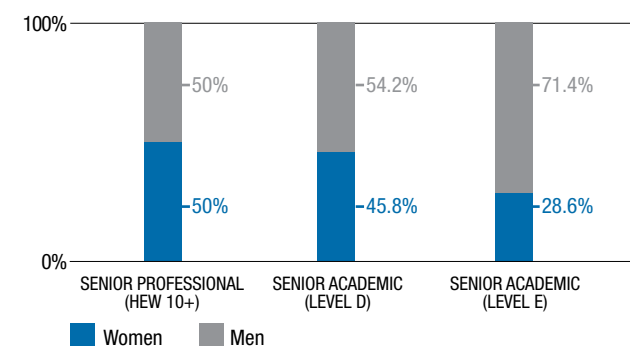
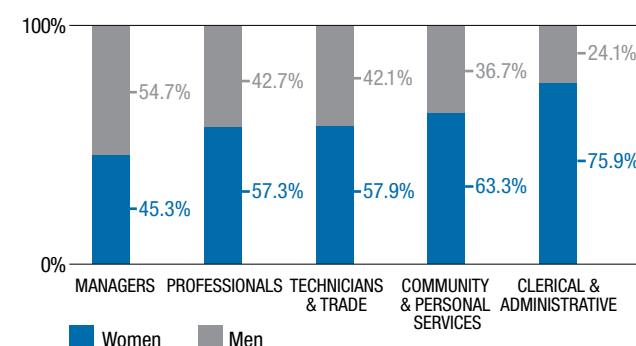
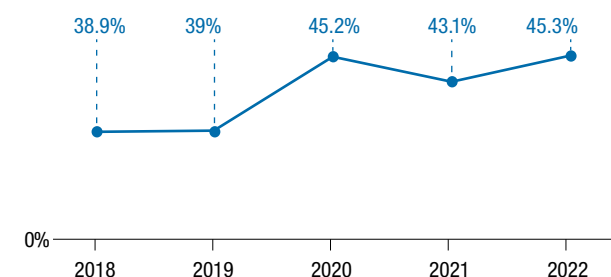


FIGURE 5.2: GENDER COMPOSITION OF ANZSCO CODE MAJOR GROUPS AT MONASH UNIVERSITY, 2022



Women make up the majority of workers within four of the five major ANZSCO categories at Monash. The sole exception is Managers, where women accounted for 45.3 per cent of total staff in 2022. As Figure 5.3 shows, the proportion of women in the Manager category has gradually improved, rising 6.7 percentage points over five years from 2018.

FIGURE 5.3: PROPORTION OF WOMEN AMONG MANAGERS, 2018-22



A focus in seeking to better understand the gender composition of the University is work towards recording and reporting gender data beyond a binary. This requires the University to enhance system capabilities to enable expanded options for staff to report gender identity, and to build trust within the community to share this data with the University. Such enhancements will help reduce some of the barriers to representation for non-binary and gender diverse staff.

Further discussion on the gender composition of Monash University staff can be found under Priority 4: Gender Parity.

ADVANCEMENT BY COUNTRY OF BIRTH

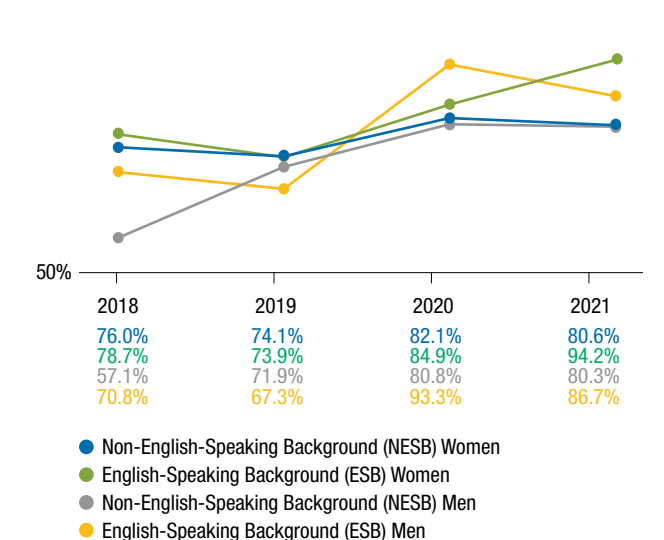
Please note: At the time of reporting, promotion outcomes data for 2022 were not yet available. Outcomes of the 2022 promotion round were scheduled for release by July 2023. Country of origin has been used as a proxy for language background where such data was available and staff born in countries where English is not the main language considered to be from a non-English speaking background for the purpose of data analysis.

Academic promotion outcomes have improved for Monash staff from non-English-speaking (NESB) and English-speaking (ESB) backgrounds. However, people for whom English is their main language have a marked advantage in promotion rates compared to people from a non-English-speaking background.

Women from English-speaking backgrounds had the highest proportion of successful outcomes. 94.2 per cent of applicants in this cohort were successful in 2021 – a 15.5 percentage point improvement over results from 2018. By contrast, promotion outcomes for women from non-English-speaking backgrounds increased by 4.6 percentage points over the same period (80.6 per cent success rate in 2021).

Although men from non-English-speaking backgrounds recorded the largest improvement (23 percentage points), they continued to score the lowest outcomes (80.3 per cent success rate).

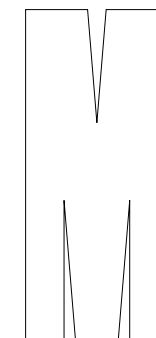
FIGURE 5.4: PROMOTION OUTCOMES BY GENDER & LANGUAGE BACKGROUND*



*Year refers to the year of application for promotion. 2022 data not available at time of reporting.

Further analysis of promotion outcomes against application rates demonstrates that when women apply for promotion they do tend to be more successful, often because they delay promotion for a variety of sociocultural reasons. Initiatives continue at Monash, as outlined within the Gender Equality Action Plan, to encourage women to seek academic promotion, with a focus on women academics progressing from Level C to Level D.

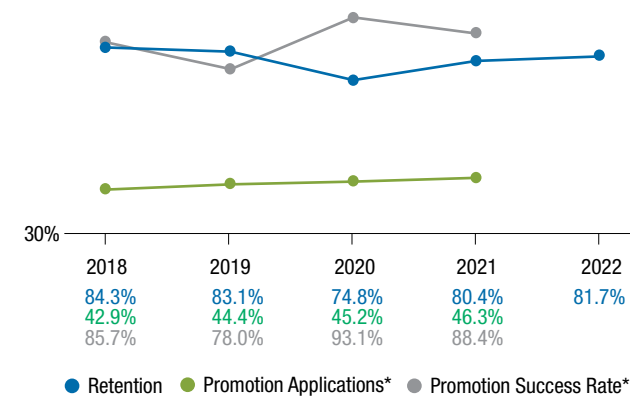
In 2022, to support academic promotion, the STEM Women Academic Network launched an initiative to facilitate peer to peer mentoring for academic promotion. The STEM Women Mentoring for Academic Promotion event was attended by 80 people and the overwhelming majority (96 per cent) said they would recommend the event to other women.



WOMEN'S REPRESENTATION IN STEMM

Advancing women's careers in science, technology, engineering, mathematics, and medicine (STEMM) disciplines is a core priority of Monash University's gender equality strategy.

FIGURE 5.5: RETENTION AND PROMOTION OF WOMEN IN STEMM, 2018-22*



* For promotions performance, year refers to the year of application for promotion. Promotion data for 2022 not available at time of reporting.

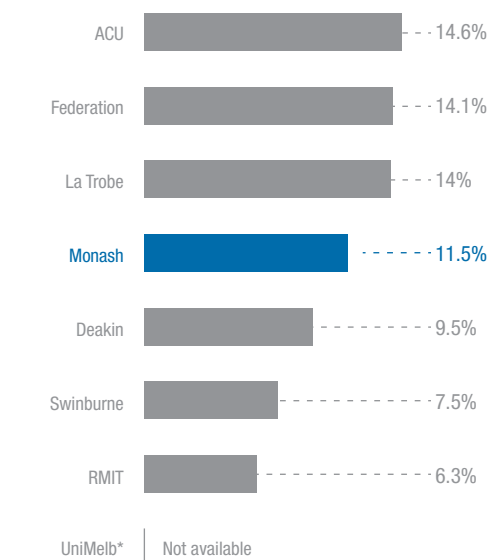
Applications for promotion and promotion success rates in STEMM have shown a trend of gradual improvement over the period from 2018 to 2021. Conversely, retention of women in STEMM remains a challenge. The University is continuing to invest in resources to help solve the structural and cultural barriers contributing to women's underrepresentation in STEMM.

BRIDGING THE GENDER PAY GAP

Monash is committed to closing the organisation-wide gender pay gap through targeted actions and initiatives, and report on progress. This includes promoting and sharing data within the higher education sector to support further development and refinement of evidence-based initiatives to eliminate the gender pay gap.

Monash published its gender pay gap data in 2022 as part of its Gender Equality Action Plan to meet obligations under the Gender Equality Act 2020. The University supports legislative amendments to the Workplace Gender Equality Act 2012 to require employers with 100 or more workers to disclose their gender pay gap from 2024.

FIGURE 5.6: MEAN TOTAL REMUNERATION PAY GAP COMPARISON ACROSS VICTORIAN UNIVERSITIES, 2021*



* Pay gap data available for Victorian universities only due to Gender Equality Act. Data for 2022 not available at time of reporting. Data provided is mean total remuneration pay gap as supplied to the Gender Equality Commission Victoria. Note: University of Melbourne data not currently publicly available.

Throughout 2022 Monash participated in networks such as the Gender Equality Higher Education Network to further support sharing of best practice and evidence to help reduce the gender pay gap.

Monash is also exploring how an intersectional lens can further refine how we assess the gender pay gap. The University is able to analyse remuneration data for gender-diverse and non-binary staff who have recorded their gender as the umbrella 'X' gender marker, however the sample size is too small to draw statistically meaningful conclusions. Monash is also exploring how an intersectional lens can further refine how we analyse and address the gender pay and will improve data capture around other facets of diversity to enable this (including: cultural/linguistic background, disability, etc.). The University will improve intersectional data capture to enable further analysis of gender pay gap data.

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

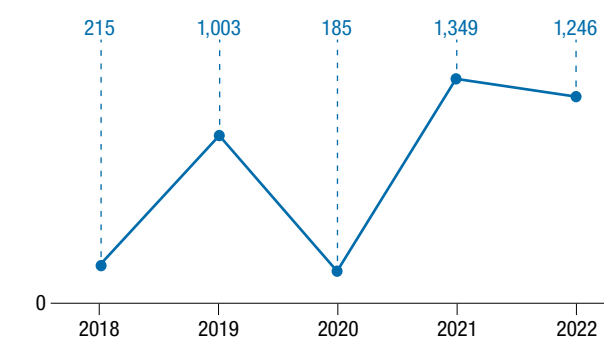
The University will advance on the leadership set through its Respect. Now. Always. programs to ensure HR and harassment policies continue to develop and improve consistent with modern best practices, and with consideration given to the Sex Discrimination Commissioner's Respect@Work Sexual Harassment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

In 2022 Monash renamed its Respect. Now. Always. programs to Respect at Monash.

The Safer Community Unit and Respectful Communities together coordinate a whole-of-community approach to prevent and respond to incidents of sexual harm at Monash. In 2022, this included developing an Action Plan in response to the 2021 National Student Safety Survey (NSSS), comprising 85 specific actions to complete. By the end of 2022, 15 actions from the NSSS Action Plan were completed and 55 actions were underway.

Monash publishes annual data on disclosures and reports of sexual assault and sexual harassment. In 2022 the Respect. Now. Always. Advisory Committee (subsequently Respect at Monash Committee) moved to improve this reporting with an annual Sexual Harm Prevention and Response Report. The report will be published in Q2, 2023.

FIGURE 5.7: RESPONDING TO DISCLOSURES MODULE COMPLETIONS (STUDENTS AND STAFF), 2018-22



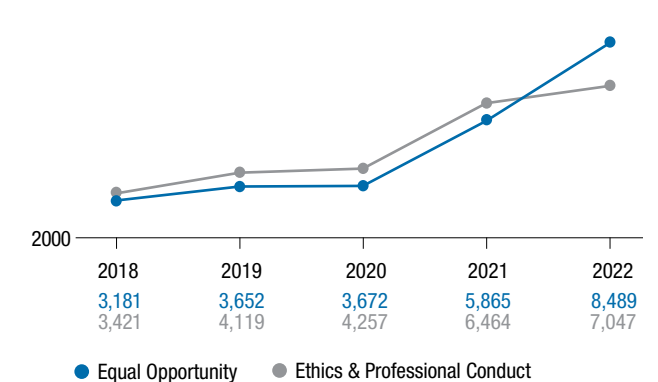
Notwithstanding a significant drop off in 2020 due to COVID-19, the rates of staff and student completions of the Responding to Disclosures module remain consistent.

STAFF TRAINING MODULES

The *Respect at Monash* training module for staff was introduced in Q2, 2022 with significant completions occurring across the remainder of the year. In total, 12,174 staff members completed the Respect at Monash module in 2022.

Staff completions of other modules relevant to gender equality and harassment have increased year on year.

FIGURE 5.8: EQUAL OPPORTUNITY AND ETHICS & PROFESSIONAL CONDUCT MODULE COMPLETIONS BY STAFF, 2018-22



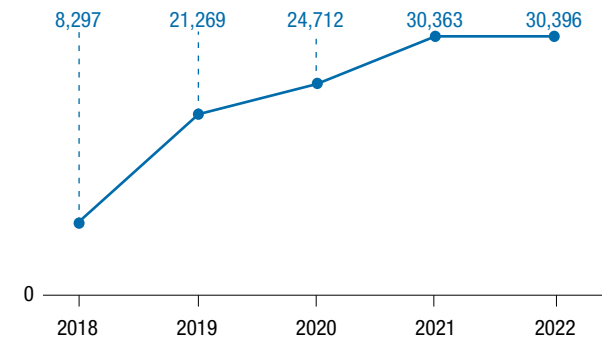
PRIORITY 3: Expand gender equality goals

STUDENTS

The Respect at Monash module was developed to ensure all students and staff understand what it means to be a respectful member of the Monash community. It promotes changes in attitudes and a safe and inclusive culture on student camps.

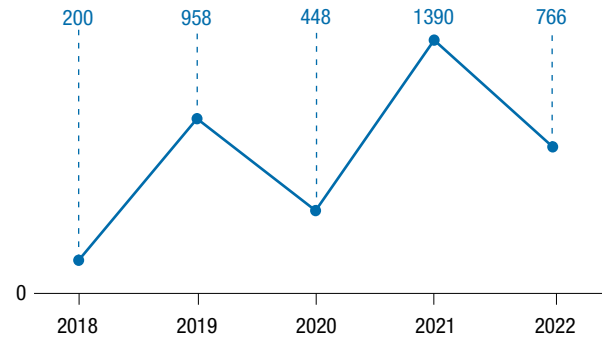
Completions of Respect at Monash have increased year on year since the module became compulsory for all Monash students. 30,396 students completed Respect at Monash in 2022.

FIGURE 5.9: RESPECT AT MONASH MODULE COMPLETIONS BY COURSEWORK STUDENTS, 2018-22



Student leaders at Monash are also required to complete BRIGHT Training. BRIGHT (Bystander, Respect, Intimate Partner Violence and Gender in Higher Education Training) is a peer-led, interactive training session aimed at supporting respectful relationships and gender equality, teaching participants how to recognise harmful behaviour and how they can intervene safely.

FIGURE 5.10: BRIGHT PREVENTION OF GENDER-BASED VIOLENCE STUDENT LEADER TRAINING, 2018-22



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.

The Equity, Diversity and Inclusion Committee expanded its membership to ensure full representation across the faculties and portfolios including representatives from Malaysia and Indonesia, as well as each of the student organisations.

Respectful Communities delivered many student programs to help drive gender equality. These included LGBTIQA+ Ally training (307 completions), and BRIGHT training (766 completions). Popular events such as Respect Week and Equity, Diversity and Inclusion Week further expanded outreach including across Malaysia and Indonesia.

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.

GENDER EQUALITY ACTION PLAN

Monash launched its four-year Gender Equality Action Plan in 2022. The Action Plan was the outcome of extensive research and consultation, including a wide-ranging gender audit of Monash workplaces.

The Gender Equality Action Plan outlines measurable actions across seven priority areas:

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

Implementation of the Gender Equality Action Plan is overseen by the Equity, Diversity and Inclusion Committee and led by the Athena Swan Steering Committee and Monash HR.

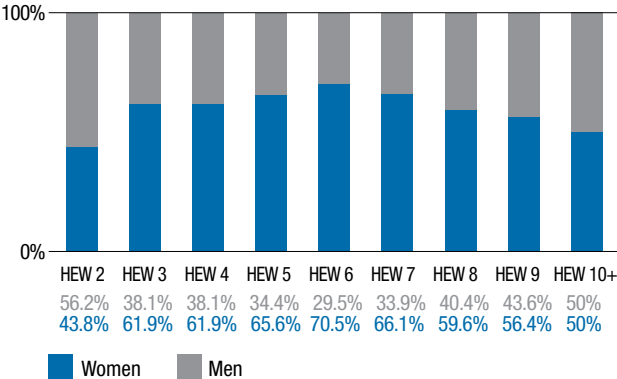
The Gender Equality Action Plan is further supported and embodied within the new intersectional Equity, Diversity and Inclusion Framework, which was also developed in 2022. The new Framework will further support efforts to improve gender equity and gender equality for Monash students and staff in a way that responds to the intersections of identity and the compounding and cumulative nature of privilege and disadvantage.

PROGRESS TOWARD GENDER PARITY

PROFESSIONAL STAFF

Women make up the biggest proportion of professional staff at every HEW Level except HEW 2 and HEW 10+. In the HEW 10+ category, women occupied exactly 50 per cent of roles, on parity with men.

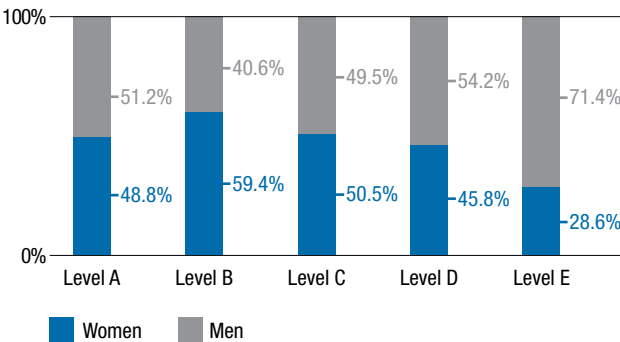
FIGURE 5.11: GENDER COMPOSITION OF PROFESSIONAL STAFF BY HEW LEVEL, 2022



ACADEMIC STAFF

The gender profile of academic staff is quite different from professional staff. Women make up the majority of early career researchers at Monash – 59.4 per cent of Level B in 2022. However, among senior academic roles, the proportion of women is significantly lower. Only 28.6 per cent of Level E academic staff (Professorial or Senior Principal Research Fellow level) were women in 2022.

FIGURE 5.12: GENDER COMPOSITION OF ACADEMIC STAFF BY LEVEL, 2022




There are encouraging signs Monash is closing the gender gap in senior academic roles. The number of women in Level D roles improved 4.5 percentage points from 2018 to 2022. It is important to note that while Level E has some movement, it remains very hard to shift and is very discipline dependent. Continued focused attention is needed to address this.

FIGURE 5.13: WOMEN IN LEVEL A TO LEVEL E ACADEMIC ROLES, 2018-2022

ACADEMIC LEVEL	UNIT	2018	2019	2020	2021	2022	TARGET	TREND
Level A	%	53.18	50.06	50.06	49.45	48.79	50	
Level B	%	52.99	53.74	55.62	56.11	59.41	50	
Level C	%	46.89	49.14	48.76	49.19	50.47	50	
Level D	%	41.47	43.4	44.19	45.83	45.84	50	
Level E	%	26.57	28.97	29.1	29.04	28.57	50	

Monash HR also developed the Inclusive Recruitment Guidelines for Hiring Managers, providing good practice examples for all stages of recruitment. These covered the use of inclusive language to advertise roles, bias-free selection and inclusive interviewing techniques, the importance of diversity on selection panels and the crucial role of onboarding to cultivate a sense of belonging.



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

- 16. Implement the Aboriginal and Torres Strait Islander Framework
- 17. Support Treaty conversations and the Yoo-rrook Justice Commission
- 18. Contribute to First Nations Voice to Parliament co-design process

SUMMARY STATEMENT

Despite a minor dip in enrolments in 2022 due to lingering effects of the COVID-19 pandemic on Year 12 completions, the trajectory for participation and success of Indigenous students at Monash University is encouraging. Several key Indigenous academic appointments during the year, including a new Pro Vice-Chancellor Indigenous, are expected to generate further growth and retention of Indigenous HDR talent in future reporting. The University launched compulsory cultural competency modules for staff and students in 2022 to embed further awareness of Indigenous contributions within the Monash community.

Throughout 2022 Monash hosted a series of events and provided support for Indigenous staff to foster engagement in the Uluru Statement from the Heart, the Indigenous Voice to Parliament and the Victorian Treaty process.

PRIORITY 1: Implement the Aboriginal and Torres Strait Islander Framework

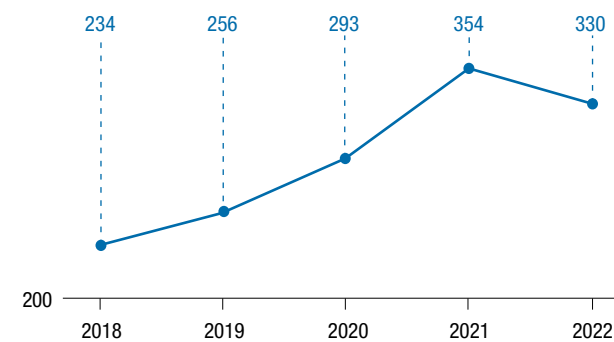
Monash will continue to implement the pillars articulated in the Aboriginal and Torres Strait Islander Framework 2019–2030 across all of the University's operations, and be responsive to ongoing commitments established through governments and Indigenous community priorities.

Monash University's ISSP strategy is based on the Aboriginal and Torres Strait Islander Framework 2019 - 2030. The strategy aims to increase participation and success of Indigenous students, embed Indigenous perspectives in curriculum, and celebrate cultural and knowledge contributions from Indigenous staff, students, and community. Work is ongoing to align the Framework with the new Impact 2030 Strategic Plan.

PARTICIPATION AND SUCCESS OF INDIGENOUS STUDENTS

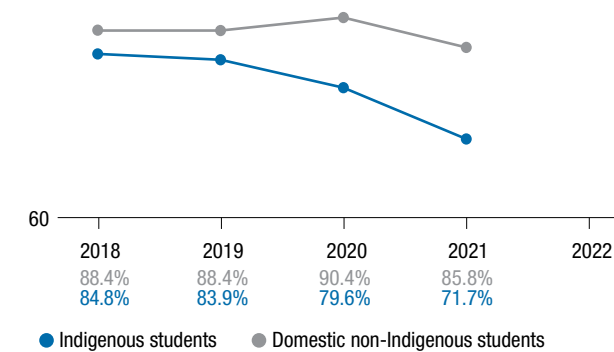
Monash is committed to increasing Indigenous student enrolments and success in higher education.

FIGURE 6.1: INDIGENOUS ENROLMENTS, 2018-22



Indigenous student enrolments were increasing year on year until 2022, when there was a slight decline. This in part can be attributed to fewer Indigenous students completing Year 12 in Victoria in 2021 due to COVID-19 impacts. With the majority of Indigenous applicants through VTAC being from Victoria, fewer course offers were able to be made (60 course offers in 2022, compared to 76 in 2021). This trend has since corrected, with record high Indigenous enrolments for 2023.

FIGURE 6.2: INDIGENOUS RETENTION, 2018-21

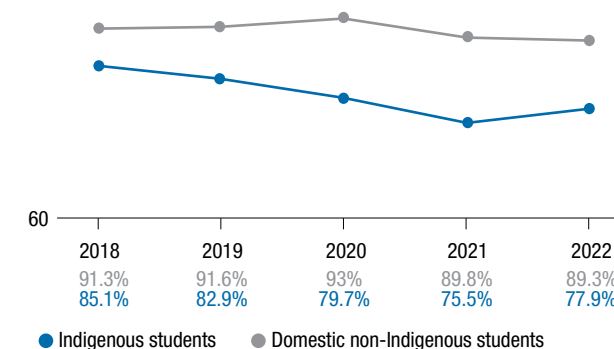


2022 retention rates for Monash students were unavailable at time of reporting. In 2021 the retention rate for Indigenous students dropped 9.9 per cent from 2020 to 72 per cent.

Indigenous student retention rates, while somewhat behind the overall domestic cohort and being negatively impacted by the pandemic, have remained in line with historic trends. Universities Australia's Indigenous Strategy Annual Report 2022 reports that, since 2008, Indigenous students across all universities have demonstrated a historic retention rate between 72 and 76 per cent. This aligns with the retention rate observed at Monash in 2021.

COVID-19 had considerable impact for Indigenous students, with many experiencing dislocation from family and community. As a result, some elected to return to regional or interstate locations when able. Further factors including availability of free TAFE courses and employment options not requiring a qualification meant some students elected to discontinue tertiary study. These factors contributed to the gap between Indigenous and non-Indigenous students' retention rate widening slightly in 2022.

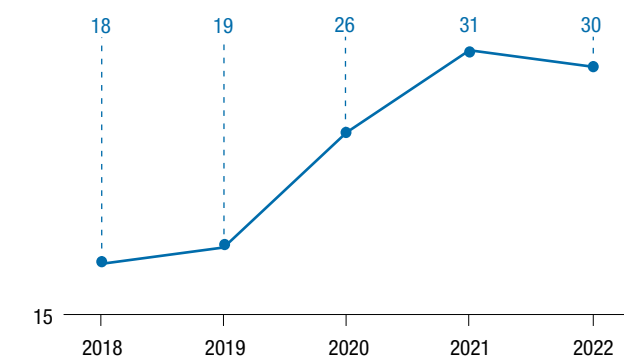
FIGURE 6.3: SUCCESS RATES OF INDIGENOUS AND NON-INDIGENOUS STUDENTS, 2018-22



Indigenous student success rates at Monash improved in 2022 with the transition out of the pandemic. The 77.9 per cent success rate is strong compared to the national average, which since 2008 has ranged between 68–72 per cent.

Robust data analytics has enabled early intervention for students deemed to be academically at risk. This has meant that appropriate referrals to services such as the Indigenous Tutorial Assistance Program (ITAS), the Student Academic Success (SAS) team, relevant faculty staff and Disability Support Services (DSS) have been made in a timely fashion buffering the Indigenous student success rate from experiencing a larger decline due to the COVID pandemic.

FIGURE 6.4: INDIGENOUS HIGHER DEGREE RESEARCH ENROLMENTS, 2018-22



Despite a plateau in 2022, Indigenous Higher Degree Research (HDR) enrolments have grown over recent years. Renewal of the Indigenous Employment Policy and Procedure enabled several academics enrolled in HDR study to take up employment at Monash.

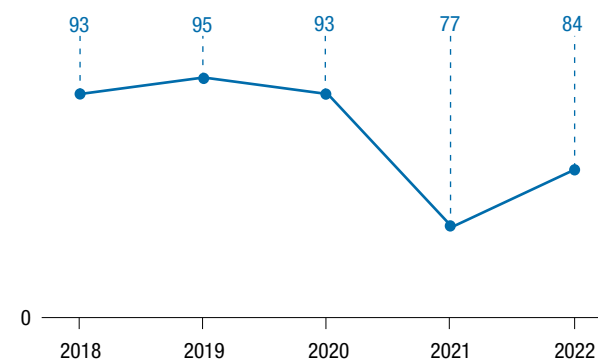


PARTICIPATION AND SUCCESS OF INDIGENOUS STAFF

Monash announced several key Indigenous academic appointments in 2022, including a new Pro Vice-Chancellor Indigenous and Associate Dean (Indigenous) appointments across the University. These appointments are attracting further Indigenous HDR enrolments, to be reflected in future figures.

Renewal of the Indigenous Research Action Plan in 2023, with a renewed focus on attracting and retaining Indigenous HDR talent, will also lead to further growth in enrolments.

FIGURE 6.5: INDIGENOUS STAFF EMPLOYMENT, 2018-22



Indigenous staff numbers increased in 2022 after a noticeable decline in 2021.

The Indigenous Employment Policy and Procedure has removed, or helped to reduce, many of the barriers Indigenous people previously faced accessing employment opportunities at the University.

Though not reflected in Figure 6.6, Indigenous staff were hired to higher HEW levels in 2022, strengthening leadership across the organisation. Commencement of the Monash Indigenous Graduate Program in 2023 will also lead to record Indigenous staff numbers in future reporting.

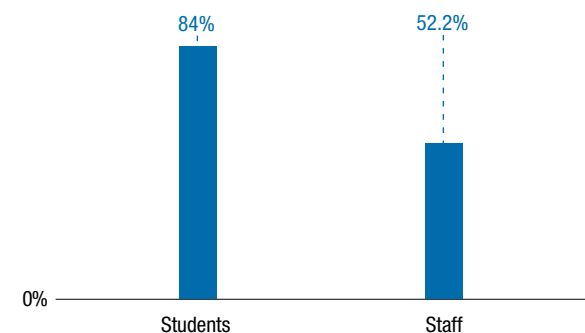
EMBEDDING INDIGENOUS PERSPECTIVES

In 2022, the University launched compulsory cultural competency modules for both staff and students.

For students, this marked the first time that they had access to completing some form of Indigenous content as part of their studies. For staff, the modules were released to act as a precursor to the in-person training that is offered at the University.

At the end of 2022, 52.2 per cent of staff had completed the modules, despite the official launch occurring in December. Similarly, almost 90 per cent of students completed the modules in the first six months of them being available.

FIGURE 6.6: CULTURAL AWARENESS PROGRAM COMPLETION, 2018-22



PRIORITY 2: Support Treaty conversations and the Yoo-rrook Justice Commission

Monash University will contribute to Treaty conversations and support the Victorian Government's establishment of the Yoo-rrook Justice Commission.

Throughout 2022 Monash provided cultural leave for Indigenous staff to engage with community consultation processes, including those around development of a Treaty and the Yoo-rrook Justice Commission.

All Monash staff now undertake a compulsory Indigenous training module, which includes information on Treaty, Yoo-rrook and Uluru Statement commitments.

Monash supported Professor Kevin Bell, then Director of the Castan Centre for Human Rights Law, joining the Yoo-rrook Justice Commission.

Monash has supported the Uluru Statement from the Heart through a number of staff events featuring activist Thomas Mayo.

The William Cooper Institute has empowered Indigenous students in the Victorian Treaty process through events with members of the First Peoples' Assembly.

PRIORITY 3: Contribute to First Nations Voice to Parliament co-design process

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

Monash made a submission to the Commonwealth on the nature of the Voice to Parliament, jointly prepared by William Cooper Institute, the Castan Centre for Human Rights Law and Better Governance and Policy.

A university statement on the Voice to Parliament has been released, and a series of events are planned in the lead-up to the referendum to better inform staff and students on the nature of a Voice to Parliament.



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

- 19. Identify slavery risks in the supply chain
- 20. Implement program to manage risks
- 21. Establish a structure for oversight
- 22. Develop impact measures
- 23. Share research to inform efforts to eliminate modern slavery

SUMMARY STATEMENT

The Modern Slavery Act 2018 requires entities based, or operating, in Australia, which have an annual consolidated revenue of more than \$100 million, to report annually on the risks of modern slavery in their operations and supply chains, and actions to address those risks.

Monash completed the third year of its initial five-year program, the full details of which will be published as the University's 2022 Modern Slavery Act Report.

Activities taken to manage the University's modern slavery risks and obligations during 2022 included:

- > Industry deep dives into electronics, cleaning, solar panels, catering/food services (retail leasing agreements) and apparel
- > Updating agreement and sourcing templates
- > Assessment of new risks
- > Development of an operational framework to coordinate and guide implementation of modern slavery actions across entities
- > Training and compliance monitoring
- > Broadening the reach of the modern slavery program through the onboarding of several controlled entities.

PRIORITY 1:

Identify slavery risks in the supply chain

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.

TABLE 7.1: MITIGATION MEASURES TO MANAGE HIGH-RISK CATEGORIES

CATEGORY	MITIGATION MEASURES
Cleaning services	<div>> Feasibility of participating in higher education sector pilot managed by Cleaning Accountability Framework (CAF) completed. As Monash is about to conduct a cleaning tender, input has been sought from CAF to define future of cleaning services.</div> <div>> Improvements made to current cleaning contract in relation to ESG and modern slavery elements</div> <div>> Security risk assessment commenced, work is underway by key stakeholders to integrate requirements into security tender</div> <div>> Improvements made to current security contract in relation to ESG and modern slavery elements</div>
Computers and electronic equipment	<div>> Affiliation with Electronics Watch now allows deeper examination of the electronics hardware supply chain.</div> <div>> In-country reviews and assessments are undertaken by Electronics Watch and their partners for many factories, and detailed action plans put in place to address any identified concerns.</div> <div>> eSolutions' new devices process updated to include Electronics Watch engagement to assess planned models</div> <div>> Planned risk assessment and reduction solution is in place and operational Processes have been updated so new IT hardware can be assessed before buying decisions have been made.</div> <div>> This is the University's first fully functional risk mitigation solution in place for an industry at high risk of modern slavery. Includes proactive review before buying, and feedback mechanisms leveraging buying power to address deficiencies.</div>
Cotton and apparel	<div>> Risk assessment completed of key suppliers, including identification and interviews with Monash areas purchasing apparel.</div> <div>> Deep dive completed to identify nature of purchases. Tender plan for approved supplier panel completed and ready for execution.</div> <div>> Wide consultation undertaken and academic expertise and input.</div> <div>> OECD due diligence guidance completed, which will be a mandatory requirement in approved supplier panel.</div>
Retail Leasing Agreements	<div>> Initial work undertaken to review the environment reveals it is a complex landscape, including franchise agreements.</div> <div>> Briefed retail partners to inform them and help them know of potential risks in what they buy, and what do about them.</div> <div>> Initial assessment completed of catering / food service providers to understand the nature of their leasing agreements with the University and risks within them.</div> <div>> Agreements are compliant with the law, including labour laws.</div> <div>> Content of retail agreements reviewed, initial assessment indicates legal coverage / adherence of appropriate labour and workplace laws. Further work will continue through 2023.</div>
Solar panels	<div>> Traced back to tiers 4 and 5 (raw materials). Significant proportion of global supply is from a region of concern and supply chains of many large suppliers are likely to contain modern slavery.</div> <div>> Further work to continue through 2023 on projects where solar panels are required.</div>

OPERATIONAL AND SUPPLIER COMPLIANCE

In 2022 the key risks of modern slavery were reviewed and remain as published in the 2021 Modern Slavery Act Report, with the inclusion of one new risk in Monash's operations.

OPERATIONS

University operations include more than 80,000 students supported by more than 8000 staff across five countries. Each country has specific labour practice laws and obligations. Modern slavery risks in Monash's operations include:

- > Recruitment practices for both staff and students
- > Procurement practices
- > Student employment by on-campus retail tenants (identified in 2022)

SUPPLY CHAINS

In 2022, the University initiated assessments into five categories of products and services deemed to be of significant risk:

1. Cleaning services
2. Computers and electronic equipment
3. Cotton and apparel
4. Retail leasing agreements
5. Solar panels

Activities to mitigate these risks are outlined in Table 7.1.

SUPPLIER ONBOARDING

All new recurring suppliers to Monash University Australia must confirm they are compliant with relevant modern slavery requirements to proceed through our supplier onboarding (supplier creation) process. A supplier that has not passed this process cannot be ordered from or paid. Approximately 2400 supplier records were created through this process in 2022.

Additional due diligence is conducted in the supplier selection process for contracts assessed as being high value or high risk. Monash assesses information from potential suppliers through these processes, including:

- > the company's modern slavery statement;
- > details on their practices and other relevant information; and
- > their answers to a range of specific modern slavery questions.

Contracts with these suppliers are then supported through a framework of template modern slavery clauses which have been developed for use based on the risk profile of the goods and services being procured.

FUND MANAGERS

Monash University's investment portfolios are managed on its behalf by fund managers. In 2022, 100 per cent of the University's fund managers included appropriate due diligence on modern slavery as part of their annual ESG reporting to Monash.

Work is underway to further strengthen Monash University's ESG commitments on investments and this will include additional modern slavery reporting.

TRAINING AND COMPLIANCE MONITORING

Monash assigns a buying-focused modern slavery training module to all staff with significant procurement responsibilities. The module aims to raise awareness of hidden slavery practices in supply chains and signs of potential issues. Nearly 5000 Monash staff completed the training module, including 100 per cent of key procurement and legal staff (105 Monash staff).

This included staff members from the following cohorts:

- > Modern Slavery Steering Committee: 94 per cent completed (16 Committee members);
- > Modern Slavery Working Group: 100 per cent completed (14 Working Group members); and
- > Monash senior staff: 69 per cent completed (45 senior staff).

OFFSHORE ENTITIES

A structured onboarding process is in place to ensure Monash University's offshore entities are compliant with relevant modern slavery requirements.

In 2022 the University completed the onboarding process for Monash University Malaysia. Onboarding also commenced for two new partners, Monash Indonesia and the World Mosquito Program.

All other established and active partners were previously reviewed in the 2021 reporting period.

PRIORITY 2:

Implement program to manage risks

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.

Monash completed the third year of its five-year Modern Slavery Program in 2022. Full details of the program are published in the University's 2022 Modern Slavery Act Report.

Activities to identify and manage modern slavery risks and obligations are defined by the Action Plan, updated annually. Progress against the 2022 Action Plan are summarised in Table 7.2 below.

TABLE 7.2: MITIGATION MEASURES TO MANAGE HIGH-RISK CATEGORIES

CATEGORY	MITIGATION MEASURES
Onshore and offshore training	<div><div>></div>100% of key procurement and legal staff completed (105 staff)</div> <div><div>></div>Almost 5000 staff have completed the training module.</div>
Advanced tracking system	<div><div>></div>Australian Universities Procurement Network (AUPN) and FRDM have made improvements to the advanced risk assessment and tracking tool. Data refreshes are in progress and Monash is working with the AUPN on operationalisation, including University data inputs.</div> <div><div>></div>A pilot of supplier questionnaires has been issued to nine large and complex</div> <div><div>></div>sector-wide suppliers: Thermo Fisher, Telstra, Dell, Sigma Aldrich, Biostrategy, Winc, AlSCO, Spotless and Programmed.</div>
Industry deep-dives	<div><div>></div>Industry deep-dives were conducted for electronics, cleaning, solar panels, retail leasing agreements and apparel. Further information is provided in Table 7.1.</div>
Agreement and sourcing templates updated	<div><div>></div>Clause developed and deployment commenced for agreement and sourcing document templates across Monash University Australia and Monash College.</div> <div><div>></div>Clauses and sourcing templates are supported by a guidance sheet and tender questionnaires.</div>
Assessment of new risks	<div><div>></div>Detailed risk assessments commenced of security services, retail leasing agreements, cotton-based lab coats and solar panel procurements.</div> <div><div>></div>Completed risk assessments for solar panels and retail lease agreements. Security requirements integrated into new security tender</div>
Operational framework	<div><div>></div>Completed development of operational framework to coordinate and guide implementation of modern slavery actions across entities.</div> <div><div>></div>Framework is now ready for approval and deployment.</div>
Compliance monitoring	<div><div>></div>100% of new recurring suppliers achieved (approximately 2400 suppliers).</div>
Onboarding	<div><div>></div>Monash Malaysia complete, Monash Indonesia and World Mosquito Program commenced and well underway.</div>

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. 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.

GOVERNANCE

Monash has a clearly defined governance structure supported by an expert advisory panel to oversee the development and implementation of the modern slavery program of work. The remit of this structure is to develop, review and refine the University's response to modern slavery within our operations and supply chains.

While the Steering Committee determines program direction, there is an escalation pathway that utilises the University's management structure. 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.

A diagram showing the governance structure for Monash University's modern slavery program of work is provided in Appendix 3.

FIVE YEAR PLAN

Monash University has a five-year plan in place, approved by the University's senior executive group, to increase the scope of entities covered by each subsequent annual Modern Slavery Report, until all relevant Monash entities and operations are within scope of the report. The plan is summarised in Table 7.3.

TABLE 7.3: FIVE YEAR PLAN TO ADDRESS MODERN SLAVERY

2021	2022	2023	2024	2025
<div><div>></div>Supporting procurement systems and processes</div> <div><div>></div>Basic tracking system</div> <div><div>></div>Internal risk assessments</div> <div><div>></div>Risk assessments</div> <div><div>></div>Compliance monitoring</div>	<div><div>></div>Onshore and off-shore training</div> <div><div>></div>Advanced tracking system</div> <div><div>></div>Industry deep-dive</div> <div><div>></div>Agreement and sourcing templates update</div> <div><div>></div>Assessment of new risks</div> <div><div>></div>Operational framework</div> <div><div>></div>Compliance monitoring</div> <div><div>></div>Commence onboarding offshore wholly controlled entities</div>	<div><div>></div>Training program review</div> <div><div>></div>Expanded compliance monitoring</div> <div><div>></div>Offshore agreement and sourcing templates update</div> <div><div>></div>Implementation of operational framework</div> <div><div>></div>Expand offshore training rollout</div>	<div><div>></div>Identify risks in onshore research and education activities</div> <div><div>></div>Commence onboarding of offshore partially controlled entities</div> <div><div>></div>Continuous improvement for onshore entities</div> <div><div>></div>Continue to expand offshore training</div>	<div><div>></div>Offshore research and education</div> <div><div>></div>Continuous improvement</div> <div><div>></div>Program review</div>

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 Steering Committee includes five Monash academics from the Faculty of Arts, Faculty of Law and Monash Business School, each of whom has extensive expertise in issues related to modern slavery, spanning human rights and people trafficking to procurement and the supply chain management.

The academic advice has enabled the university to develop and execute a realistic plan that is centred around the victims. It has also included very detailed academic review of various key areas of work such as the published modern slavery report.

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

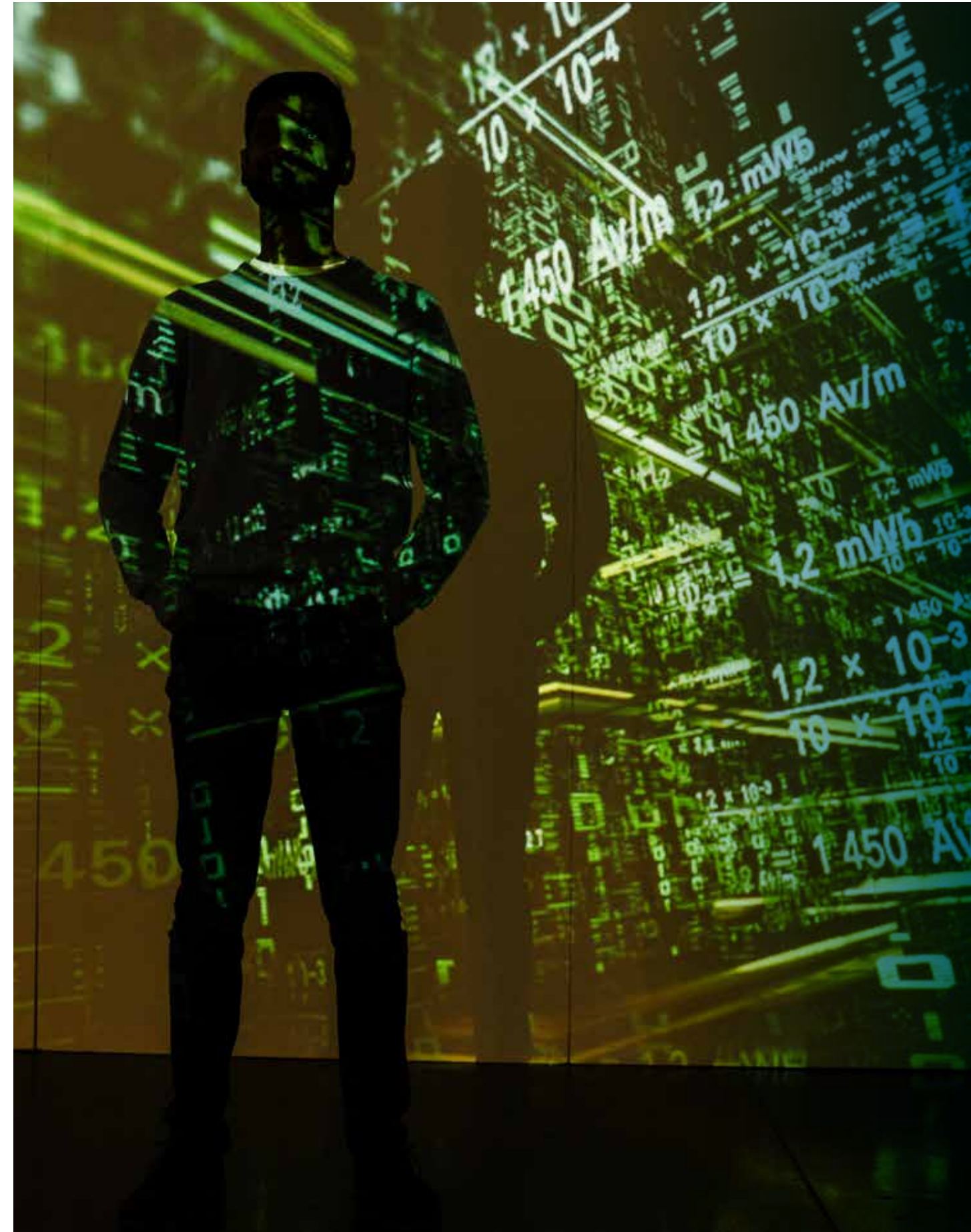
The University will share and communicate research findings that can inform regional and global efforts to eliminate modern slavery. This work is an essential component of the efforts focused on the reduction and eradication of exploitation in all its forms.

The Modern Slavery Research Program in the Monash Centre for Financial Studies (MCFS) measures the disclosure quality of companies required to report on risks to modern slavery in their operations and supply chains. Researchers developed the Modern Slavery Disclosure Scoring Framework as a benchmark for evaluating the statements submitted by Australian Securities Exchange companies under the requirements under the Modern Slavery Act.

Work conducted by MCFS in 2021 had exposed “wide disparities in the quality and disclosure levels of modern slavery statements” among major companies listed on the ASX, with only six ASX300 companies demonstrating best practice.⁽¹⁾ In October 2022 the findings of the second year of the program were released, evaluating statements by ASX100 companies on the ABF Modern Slavery Statements Register to June 2022. The research noted encouraging improvement in the quality of disclosure, and recommended three key ideas to further improve the risk reporting and disclosure: “the importance of a supplier risk assessment system, understanding their relationship to risk, and centring the remediation process on the risks to victims, not just businesses”.⁽²⁾

⁽¹⁾ Nga Pham, Bei Cui and Ummul Ruthbah, *Measuring Disclosure Quality of Modern Slavery Statements: ASX300 Companies*, December 2021, p3.

⁽²⁾ Nga Pham, Bei Cui and Ummul Ruthbah, *Modern Slavery Disclosure Quality Ratings: ASX 100 Companies Update 2022*, October 2022, p4.





INVESTMENT

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

ESG commitments

- 24. Define pathways to carbon neutrality across externally managed investments
- 25. Annual reporting on climate alignment of investments

SUMMARY STATEMENT

During 2022 Monash University actions to transition its investment portfolio towards carbon neutrality included:

- > Engaging an independent asset consultant to assess the ESG performance of managed funds
- > (Through the Investment Advisory Committee) reviewing the approach and future direction on ESG in annual meetings with external fund managers
- > Increasing allocations into dedicated ESG Funds
- > Beginning work to redevelop the Investment Policy with an increased focus on ESG.
- > Initiating a process to measure the Weighted Average Carbon Intensity (WACI) on Monash's investment portfolio.

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 has taken the following action to date to better align its investments with responsible investment and reduce the carbon intensity of the portfolio towards carbon neutrality.

TABLE 8.1: MITIGATION MEASURES TO MANAGE HIGH-RISK CATEGORIES

FOCUS	ACTIONS TO DATE
Governance	<ul style="list-style-type: none">> The University continues to be a signatory to United Nation's Principles of Responsible Investing (UNPRI)> The University requires that all fund managers employed by Monash are also PRI signatories> Frontier Advisors were re-contracted as the University's Investment Advisor in 2022 with expanded scope of works in relation to ESG deliverables and advice.
Measurement	<ul style="list-style-type: none">> Frontier's capability to measure the Weighted Average Carbon Intensity (WACI) is now live and an initial assessment has commenced on Monash's portfolio.
Policy	<ul style="list-style-type: none">> VCG has approved a process to develop a new sustainable investment policy by the end of 2023.
Monitoring	<ul style="list-style-type: none">> The IAC met with all fund managers throughout 2022 with a focus on ESG matters – with each detailing their approach and future direction.> Accessing independent ESG star ratings in fund manager assessments and ongoing monitoring.
Leadership and Action	<ul style="list-style-type: none">> Decarbonising and investing in climate change solutions via the global equities Russell Investments Low Carbon Global Shares Fund. Allocations to the Russell fund increased by \$70m in 2022.> Invested \$27m in a new Global Bond ESG product with PIMCO with a five-star ESG rating.

The Investment Advisory Committee has reviewed and discussed this approach and the University's future direction on ESG in its annual meetings with each external fund manager.

INVESTMENT POLICY REDEVELOPMENT

The University has started a process to redevelop its Investment Policy. The new policy will to strengthen its emphasis on ESG principles and help the University to accelerate the transition of its investment portfolio towards carbon neutrality.

PROGRESS OF ESG ALIGNMENT OF FUNDS

Monash University engaged independent asset consultant Frontier Advisors to assess the ESG performance of its managed funds for 2022. Funds were subsequently rated based on a 5-star rating system developed by Frontier. Results of the assessment are summarised in the commentary for Priority 2 (below).

A separate assessment has also been initiated to measure the Weighted Average Carbon Intensity (WACI) of managed funds, utilising a new capability that launched in January 2023.

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.

ESG PERFORMANCE IN 2022

Frontier's weighted average ESG rating of the University's managed fund portfolio (excluding cash held by Pandal) improved from 2.35 stars to 2.58 stars on 31 December 2022.

Based on ESG Ratings (excluding Pandal Cash), 38 per cent of the portfolio is now assessed as four-star or better. This represents an improvement of seven percentage points on the previous study period (when 31 per cent of the portfolio received a four-star rating).

The improvement was driven by significantly increased allocations to Russell Low Carbon Global Shares – which has a five-star ESG rating – during the year. The portfolio now holds 19 per cent of funds under management (up from 10 per cent). A further two per cent of funds under management was allocated into a new PIMCO ESG Global Bond Fund, which also has a five-star ESG rating.

Currently 45 per cent (previously 55%) of the portfolio is assessed as one-star due to funds held with a single fund manager. Macquarie index funds received a one-star rating due to their passive nature as they simply follow the benchmark index.





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

- 26. Monash Technology Precinct investment
- 27. Sustainability leadership in South East Melbourne
- 28. Foster Pacific engagement on sustainability

SUMMARY STATEMENT

Monash is fostering partnerships in the Monash Technology Precinct and attracting investment in research, health, transport and networking infrastructure underpinning the Precinct ecosystem. Throughout 2022, the University deepened its engagement with businesses and communities in Melbourne's southeast to develop circular economy and clean energy pathways.

The University is also advancing initiatives in the Pacific that drive sustainable transformation, informed by the needs of Pacific communities and the capabilities of Monash.

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.

During 2022 the University announced the following major projects to attract further investment and growth in the Monash Technology Precinct.

- > Clayton campus was announced as the location for Moderna's Asia-Pacific headquarters, new mRNA manufacturing and finishing facilities and Australian research centre – the first in the Southern Hemisphere
- > Agreement with mRNA Victoria to establish the Monash Centre for Advanced mRNA Manufacturing and Workforce Training, which will be an integral part of building Australia's mRNA ecosystem
- > Completion of the Victorian Heart Hospital (featuring \$540 million in joint investment by Victorian Government, Monash University and Monash Health)
- > Launch of Biobank Victoria, Australia's first industry-focused storage facility for biological material to support medical research and commercialisation opportunities
- > New laboratory facilities for Cartherics Pty Ltd, a biotechnology company developing immune cell therapies for the treatment of cancer that have spun out of Monash University research
- > Continued investment in net zero mobility infrastructure with the Victorian Government and Monash City Council, including:
 - The opening of Australia's first offsite electric bus charging station at Clayton campus, supporting the Victorian Zero Emission Bus Trial in Melbourne's south east
 - Extension of the off-road cyclist/pedestrian path along Blackburn Rd (the spine of the Monash Technology Precinct), and secondary roads leading to Clayton campus.

VICTORIAN HIGHER EDUCATION STATE INVESTMENT FUND PROJECTS

The University also continued its roll out of an array of projects supported by \$82 million in funding through the Victorian Higher Education State Investment Fund (VHESIF). These included:

- > the UP-LINK industry partner collaboration space within the Smart Manufacturing Hub
- > installation of building optimisation and control upgrades across 16 Monash buildings under the Net Zero project
- > co-location of the new node of Medicines Manufacturing Innovation Centre at the Australian Synchrotron site (temporary accommodation)
- > construction of a biotechnology R&D facility and headquarter for oNko Innate, a growing immune drug discovery and development company.
- > design of the Victorian Health Innovation Centre and major upgrades to the Victorian node of the Australian Nanofabrication Facility infrastructure
- > completion of 24 Graduate Certificate scholarships by students with a lived experience of family violence (an Australian first) – funded through the VHESIF Safe and Equal @ Work and Access to Justice programs.



MONASH TECHNOLOGY PRECINCT CASE STUDIES

MONASH PRECINCT NETWORK

The Monash Precinct Network (MPN) is a not-for-profit, multi-partner organisation created to accelerate engagement and innovation with industry, education, research, government and supply chains in the Monash Technology Precinct and Greater South East Melbourne.

Monash University led the MPN's conception and formation throughout 2022. Seed funding and grants were awarded for the initiative by the University with five other partners: CSIRO, ANSTO, City of Monash, Victorian Government Department of Jobs and Suburban Rail Loop Authority.

In 2022, MPN delivered events and industry tours to showcase the depth of technical capability in the Precinct and surrounding region and facilitated collaborations on a range of local initiatives, including the transition to Net Zero in the Precinct.

NET ZERO PRECINCTS

The Monash Net Zero Precincts initiative is a collaborative partnership with Engie, the City Councils of Monash and Greater Dandenong, CSIRO, ICLEI, the Energy Efficiency Council (Australia), and Swinburne University. Its aim is to support urban regions in achieving their net zero targets.

By leveraging the Monash Technology Precinct as an ideal scale for urban transition, the project combines the fields of transition management and design anthropology, utilising a living lab approach to pioneer strategies for guiding cities worldwide to net zero.

In 2022, the University completed stage 1 of the Net Zero Precincts Australian Research Council (ARC) project (2021 to 2025). An essential component during stage 1 was co-mapping the system to identify drivers and barriers to achieving net zero. The research involved conducting interviews with 30 members of the precinct community, as well as engaging with 25 frontrunners, including Monash University staff and students, local and state government representatives, and individuals from the SME, corporate, NGO, and social enterprise sectors.

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 has led a diverse array of large-scale initiatives that deepened engagement in sustainability related matters across Greater South East Melbourne and surrounds.

GREATER SOUTH EAST MELBOURNE

Monash University engages regularly 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.

Following release of the second Monash Commission report, The Liveable Metropolis: The Opportunity of Intermediary Cities to Deliver Resilience, Impact and Prosperity in July 2022, the University engaged with GSEM leadership to explore how lessons of the report could be applied, and opportunities for the region to improve liveability, emissions reduction and regional skills and jobs.

The University also collaborated in development of GSEM's 2022 Federal Government election submission in areas of mutual interest. These included:

- > City Deals, the Commonwealth program bringing together the three levels of government, community and the private sector;
- > Transport connections;
- > Integrated water management;
- > Emissions reduction through design innovation and technology investment; and
- > Manufacturing and skilled workforce creation.

FURTHER ENGAGEMENT IN THE REGION

CIRCULAR ECONOMY

Monash Business School completed the first stage of the Circular Economy Journey project, a partnership with the South East Melbourne Manufacturers Alliance and funded by Sustainability Victoria's Circular Economy Business Innovation Centre.

The University participated in workshops with hundreds of businesses across four different sectors – food and agriculture, textiles, plastic and general engineering / manufacturing – to adopt a more circular economy model within their production and supply chains.

The next step of the project will educate local councils on supporting local businesses towards a zero-waste model. The project will help to establish the Monash Business School as a leading hub for the circular economy.

GREEN CHEMISTRY IN MANUFACTURING

Monash is host institute for the Australian Research Council (ARC) Training Centre for Green Chemistry in Manufacturing, a partnership of universities, industry, and government and industry bodies to transform Australian manufacturing through adoption of sustainable chemical technologies.

Throughout 2022 Monash collaborated with manufacturing companies located in the southeast of Melbourne through PhD industry placements as well as research and innovation projects that supported advanced sustainable manufacturing, bioprocessing and products from renewable biomass.

ELECTRIC BUS TRIAL

Monash partnered with transport operator ComfortDelGro Corporation (CDC) Australia to trial an electric bus on the 601 service between Huntingdale Railway Station and Clayton campus as part of a three-year Zero Emission Bus Trial by Victorian Government. The Monash Mobility Design Lab in the Faculty of Art, Design and Architecture led living lab research underpinning the project, alongside the faculties of Business and Economics, Engineering and Information Technology.

A charging station was installed at the Clayton campus bus interchange to support the service.

ACTIVE ENERGY PRECINCTS

Pre-feasibility and feasibility stage 1 works were completed of the Active Energy Precincts project, exploring the viability of microgrids in six Victorian communities, including Yarra Ranges LGA in Melbourne's outer east. The Active Energy Precincts project aims to demonstrate the business case for microgrids to improve energy reliability and reduce carbon emissions and costs.

Significant community engagement was undertaken during Q1 2022 pre-feasibility works, including 1:1 consultation with large energy users to identify local priorities across the six LGAs. The feasibility stage 1 works (commenced Q2 2022) involved equipment procurement, installation works, design and connection agreement processes for battery installation. Further community consultation and workshops to identify commercial and operating models were also completed.



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.

Monash University staff met with diplomatic representatives from Papua New Guinea, Samoa, Fiji, Tonga, Nauru, Solomon Islands and Timor Leste, as well as Australian and New Zealand governments to explore opportunities to increase Pacific engagement. Non-communicable diseases caused by poor nutrition and the impacts of climate change on community health have emerged particular priorities for the region that align with the capabilities of Monash.

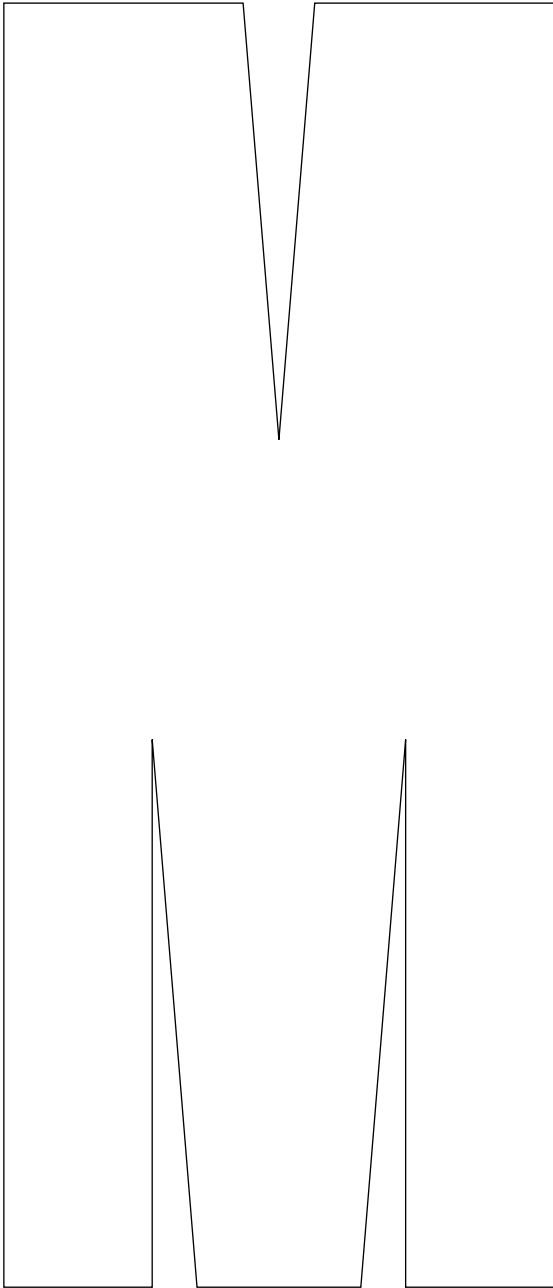
A summary of key engagement activities undertaken by Monash to promote sustainable practice, social justice and good governance in the Pacific region is provided in Table 9.1.

TABLE 9.1: KEY ENGAGEMENT ACTIVITIES IN THE PACIFIC REGION, 2022

ACTIVITY	SUMMARY
Revitalising Informal Settlements and their Environments (RISE) settlement upgrade	<ul style="list-style-type: none">> First large-scale settlement upgrade program completed, covering >40 households at RISE demonstration site in Suva> Ceremony marking handover of infrastructure to Tamavua-i-Wai community attended by Fijian Government representatives, program partners and residents from 12 participating communities
Australian Research Council (ARC) Centre of Excellence for the Elimination of Violence Against Women	<ul style="list-style-type: none">> \$35 million awarded to Monash for an Australian Research Council (ARC) Centre of Excellence for the Elimination of Violence Against Women.> The Centre will pioneer evidence-based approaches to radically improve policy and practice across Australia and the Indo-Pacific.> 14 chief investigators from eight Australian universities and 17 international partner investigators> 32 Australian and international partner organisations, including Commonwealth Bank of Australia, Department of Foreign Affairs & Trade (DFAT), Fiji Women's Rights Movement, numerous Indigenous agencies and organisations and Indo-Pacific universities.
Sustainability Informatics for the Pacific	<ul style="list-style-type: none">> US\$8 million to establish five-year Algorand Centre for Excellence on Sustainability Informatics for the Pacific (ACE-SIP)> Led by Monash University's Blockchain Technology Centre (Faculty of IT)> Partnership with eight institutions located across the Pacific> The only Australia-led Algorand Centre for Excellence (of 10 globally)> Focuses on environmental sustainability, governmental sustainability, social and community sustainability
Pacific Actions for Climate Transitions (PACT) research centre	<ul style="list-style-type: none">> Partnership with Government of Fiji and Fiji National University (FNU)> Business case approved to secure joint funding by the Monash Business School, FNU and Fiji Government> Human rights leader, former United Nations representative and Solomon Islands Ambassador Mr Rex Horoi appointed Monash Special Envoy for Climate Change in the Pacific> Engagement with potential partners including DFAT, NZ Ministry of Foreign Affairs and Trade, USAID, Japan and the EU
Pacific Primer by 360info	<ul style="list-style-type: none">> Special report by Monash-led open-access global information agency 360info released ahead of Pacific Islands Forum (PIF) meeting in July 2022> Developed in collaboration PIF Secretariat and Pacific universities> 11 articles addressing key issues facing the Pacific, as identified by PIF and other specialists in the region> Published by 80 outlets with a combined potential reach of 41 million readers
UN Sustainable Development Solutions Network Australia, New Zealand & Pacific (SDSN AusNZPac)	<ul style="list-style-type: none">> Hosted by Monash Sustainable Development Institute (MSDI)> Network of >40 member higher education and civil organisations across Asia-Pacific, including Samoa, Vanuatu and Fiji to mobilise SDG action> Major project by SDSN Youth team to use SDGs to measure youth progress in the Pacific, Australia and New Zealand> Project engaged young people across Pacific region in consultations, providing commentary, testimonials and data analysis> Final report to be launched first half of 2023
UN Global Sustainable Development Report (GSDR)	<ul style="list-style-type: none">> Monash academic Shirin Malekpour appointed among 15 scientists globally to write GSDR report> MSDI consulting with stakeholders across the Pacific and Australia, including government, academics, industry and civil society, to understand impediments to accelerating the SDGs and innovation> Five online workshops hosted by MSDI in Pacific regions
COP27	<ul style="list-style-type: none">> Monash delegation of 13 staff and students participated in 27th United Nations Climate Change Conference of the Parties (COP27) in Sharm el-Sheikh, Egypt, November 2022> Side event co-hosted by Monash with Fijian Government, Blue economy financing models for Pacific Island countries', including speaking slots from Ambassador and Permanent Representative of Fiji to the UN and Monash University's newly appointed Special Envoy on Climate Change in the Pacific
World Mosquito Program (WMP)	<ul style="list-style-type: none">> Monash-owned WMP working with health authorities and communities in Australia, Fiji, Kiribati, New Caledonia and Vanuatu (now completed) to implement mosquito control in areas most at risk> Long term monitoring undertaken with Government of Kiribati> First trials conducted of Wolbachia bacteria translocation between villages in South Tarawa (Kiribati)> With Fijian Ministry of Health, measuring public health outcomes in three communities where Wolbachia has been deployed> Business development undertaken in New Caledonia to expanding Wolbachia releases to the city of Paita

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
	Two external members, one with architecture expertise and the other with expertise relevant to ESG
In attendance	Senior Vice-President & Chief Operating Officer
	Senior Vice-President & Chief Financial Officer
	Vice-President (Campus Infrastructure & Services)
	University Architect
Secretary	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.

- 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. Endorse for Council consideration, regular reports for publication on the University's progress in implementing the ESG Statement and the Sustainable Development Goals.
- 4.3 Masterplans
- 4.3.1. Maintain, endorse and oversee 5-yearly reviews of Campus Master Plans.
- 4.3.2. Monitors 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.

APPENDIX 2:

Sustainability data

- 4.5Property Management and Development
- 4.5.1Provide 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.
- 4.5.2The 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.
- 5MEETINGS
- 5.1Frequency 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.
- 5.2Quorum 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 member's votes result in a tie (50% each way), the Chair will have the casting vote.
- 5.3Meeting Conduct
- The Chair is responsible for the conduct of the meeting in accordance with the Monash University Council Charter, article 7.3.
- 5.4Use 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.

- 5.5Notice 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.
- 5.6Minutes
- The Secretary of the Committee shall circulate minutes of Committee meetings to all members of the Committee.
- 5.7Resolutions 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.

ENERGY

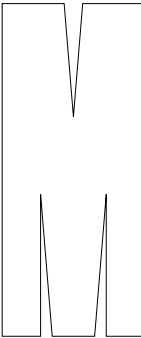
ENERGY CONSUMPTION (GAS, ELECTRICITY AND FUEL USE)
BY SITE AS REPORTED UNDER THE NATIONAL GREENHOUSE
AND ENERGY REPORTING ACT 2007

FACILITY	TOTAL ENERGY(GJ)				CHANGE IN ENERGY 2021 – 2022
	2019	2020	2021	2022	
Caulfield	84,406	66,925	69,326	76,517	10%
Clayton	508,154	458,825	479,643	518,996	8%
Gippsland (MARP)	13,501	12,625	10,346	7,337	-29%
Parkville	42,578	41,235	41,685	43,548	4%
Peninsula	25,530	20,781	22,998	27,134	18%
The Alfred Hospital	23,388	23,285	23,233	23,520	1%
Monash Medical Centre	N/A	2,514	2,621	2,934	12%
Monash accommodation services	37,343	31,871	31,342	41,062	31%
Monash College	8,065	8,861	12,705	19,264	52%
Other	12,460	12,333	12,998	17,772	37%
Total	755,475	679,256	706,897	778,084	10%

EMISSIONS

MONASH UNIVERSITY'S CARBON FOOTPRINT
(TONNES CO2E EMITTED/YEAR) 2018-2022 CALENDAR YEAR

SCOPE	2018	2019	2020	2021	2022
Scope 1: On-site emissions from gas and fuel combustion, and the use of refrigerants and livestock	22,137	22,362	20,385	21,757	23,014
Scope 2: Indirect emissions from generating imported electricity	118,292	110,881	93,606	96,045	100,099
Scope 3: Indirect emissions from the extraction, production and transport of gas, fuels and electricity; electricity lost in delivery; waste disposal; embodied energy in paper and water; business travel by staff; and transport	75,747	75,849	34,030	23,312	27,189
Total	216,177	209,092	148,021	141,113	150,302
Emissions offsets tonnes CO2e emitted/year	19,430	19,309	31,510	37,609	59,940
Net total of all emissions after including offsets tonnes CO2e emitted/ year	196,747	189,784	116,512	103,504	90,362



WATER

POTABLE WATER CONSUMED PER CAMPUS IN 2022 IN COMPARISON TO LEVELS IN PREVIOUS YEARS

FACILITY	TOTAL KILOLITRES (KL)				CHANGE IN WATER CONSUMPTION
	2019	2020	2021	2022	2021 – 2022
Caulfield	4,438	27,426	28,161	31,566	12%
Clayton	507,439	286,744	291,309	345,726	19%
Parkville	2,160	8,737	6,259	7,450	19%
Peninsula	30,578	20,293	16,691	25,823	55%
Other	6,950	12,347	16,450	21,804	33%
Total	551,564	355,547	358,870	432,369	20%

HARVESTED WATER

RECLAIMED/HARVESTED WATER CONSUMED PER CAMPUS IN 2022 IN COMPARISON TO LEVELS IN PREVIOUS YEARS.

FACILITY	TOTAL KILOLITRES (KL)		CHANGE IN HARVESTED WATER CONSUMPTION
	2021	2022	2021 – 2022
Caulfield	6,800	8,259	22%
Clayton	43,400	76,742	77%
Peninsula	2,400	2,106	-12%
Total	52,600	87,107	66%

WASTE

CATEGORY	2022 (TONNES)	% OF 2022 TOTAL WASTE
Landfill	1,343.52	60%
Co-mingled	224.4	10.10%
Confidential paper (office paper)	85.26	3.84%
Clean office paper	50.64	2.28%
Cardboard	318.17	14.32%
e-waste	52.17	2.35%
Batteries (Rechargeable)	0.46	0.02%
Toner/printer cartridges	1.64	0.07%
Polystyrene	7.56	0.34%
Green waste	120	5.40%
Food/Organics	17.45	0.79%
Furniture Reuse Centre	10.94	0.49%
Total waste	2,221.28	
Total diverted	877.76	40%

PAPER

TYPE	2018	2019	2020	2021	2022
Recycled	65,176	28,030	9,524	8,609	10,593
Virgin	31,530	62,868	13,755	12,740	10,814
Total (Reams)	96,706	90,898	23,279	21,349	21,407

SCOPE 1-3 EMISSIONS FOOTPRINT

2022	
EMISSION SOURCE	CALCULATED EMISSIONS (tCO2-e/yr)
SCOPE 1 DIRECT EMISSIONS	
Natural gas	19,737
Liquid fuel for transport	357
Liquid fuel for stationary energy	44
Refrigerants	2,804
Commercial carbon dioxide	19
TOTAL Scope 1	22,961
	5.5%

SCOPE 2 INDIRECT EMISSIONS	
Electricity - all sites Location based calculation	88,660
Electricity - all sites Market based calculation	37,922
TOTAL Scope 2 Location based	88,660
TOTAL Scope 2 Market based	37,922

SCOPE 3	
Category 3 Fuel and Energy activities	16,930
Category 4 Upstream transportation and distribution	266
Category 5 Waste generated in operations	2,080
Category 6 Business travel	2,215
Category 7 Employee commuting	17,118
Category 13 Downstream leased assets	4,926
Category 15 Investments	86,000
TOTAL Scope 3	43,535

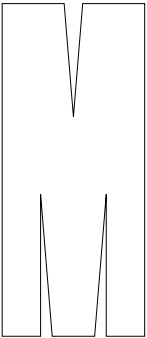
GROSS TOTAL Emissions for Monash University	104,418
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EMISSIONS OFFSETS	
Greenfleet	201
TOTAL OFFSETS	201

NET TOTAL Emissions for Monash University (including offsets)*	104,217
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*using Market-based emissions for Scope 2

Emissions data for scope 3 can be difficult to quantify as they are indirect emissions from our value chain. Included for 2022 are scope 3 categories most relevant to Monash's operations and the availability of data. We will continue to expand tracking emissions associated with our activities in our value chain.



APPENDIX 3:

Governance structure of the Modern Slavery program

