

UN GLOBAL COMPACT COMMUNICATION ON ENGAGEMENT

**MONASH UNIVERSITY
REPORTING 2020 – 2021**

STATEMENT OF CONTINUED SUPPORT



To our stakeholders,

Monash University is recognised as one of Australia's most international, innovative and inclusive universities. We play an important role in helping our local and international communities address the global challenges of our time. We are strongly committed to advancing social inclusion, human rights, climate change action and environmental sustainability through our education, research and operations.

In this spirit, I am pleased to reaffirm Monash University's support for the United Nations Global Compact, including its Ten Principles in the areas of human rights, labour, environment and anti-corruption, and its ambition to advance broader societal goals, including the UN Sustainable Development Goals (SDGs).

As signatories to the UN Global Compact since 2003, Monash's ongoing commitment to these principles is enshrined in the current Monash University Strategic Plan

2021-2030, *Impact 2030*, and in our revised *Environmental, Social and Governance Statement 2021-2025*. Additionally, we are proud to be signatories to the Talloires Declaration, the University Commitment to the SDGs, the Principles of Responsible Management Education, and the Principles for Responsible Investment.

In this Communication of Engagement, I am delighted to share with you the wide range of activities Monash University has undertaken between January 2020 and December 2021 that demonstrate our commitment to the Principles of the Global Compact.

Many of these activities have resulted from initiatives undertaken over many years, including our Campus Sustainability program, the Monash Sustainable Development Institute, the Castan Centre for Human Rights Law, and our ongoing commitment to social inclusion.

I am also proud to see our achievements recognised externally. In the latest Times Higher Education Impact Rankings, which measure university performance against the SDGs, Monash placed 17th and 18th globally in 2020 and 2021 respectively. In 2021, we also ranked 3rd in the world for Sustainable Cities and Communities (SDG 11),

8th for Affordable and Clean Energy (SDG 7), 10th for Decent Work and Economic Growth (SDG 8), and 10th for Gender Equality (SDG 5).

This report showcases a number of new initiatives that Monash has launched in 2020 and 2021. These include the *Monash Diversity and Inclusion Framework*, *Monash Aboriginal and Torres Strait Islander Framework 2019-30*, *Health and Wellbeing Strategic Action Plan 2021-2025*, and a new scholarship structure to reach more students in underrepresented communities.

As we continue navigating the global COVID-19 pandemic, we recognise that the Principles of the UN Global Compact continue to be of great importance, and we remain committed to continuing to play our part in promoting them.

Professor Margaret Gardner AC

President and Vice-Chancellor, Monash University

Monash University has been an active participant in the Academia category of the United Nations Global Compact since 2003.

In this Communication on Engagement, we present an overview of how our internal operations, actions and outcomes have supported the Global Compact principles between January 2020 and December 2021. This report also features a selection of examples that best demonstrate our teaching efforts across topics related to the Global Compact, as well as key applied research priorities and thought leadership that reflect the Global Compact Principles.

Previous reporting on engagement with the Global Compact principles can be found **here**.

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.



INTRODUCTION TO MONASH UNIVERSITY

Monash University's purpose is to meet the challenges of the age for the benefit of national and international communities. We do this through excellent research and education, and the diversity of our staff, students and alumni. In collaboration with our partners, we build deep engagement with the world for the good of our communities and environment.

In the decades since its foundation, Monash has grown from a single campus in Melbourne to an international, high-quality and globally recognised university with campuses in Melbourne, Kuala Lumpur, Jakarta, Mumbai and Suzhou, and a major centre in Prato. The communities it serves through its education and research are far-reaching.

Monash University upholds the values of human rights, social justice, and respect for diversity in individuals, communities and ideas. Consistent with the UN Global Compact Principles, we integrate these values into the research, teaching and operations of the University.



IMPACT 2030: MONASH UNIVERSITY'S STRATEGIC PLAN 2021-2030

Monash University's new Strategic Plan, *Impact 2030*, acknowledges that the challenges facing the world in the coming decades are global, and will need local, national and international collaborative responses to effect change. Through *Impact 2030*, Monash pledges strong commitment to meeting these challenges, and charts the path for how we seek to actively address climate change, geopolitical security, and thriving communities through research and education, and in collaboration with government, industry, alumni, donors, and community.

As a University we are also continuing to build upon our culture of integrity and respect, and improve our sustainable and ethical practices. This is reflected in our action frameworks that foster equity, diversity and inclusion, respectful communities, the advancement and wellbeing of Aboriginal and Torres Strait Islander Peoples, achieving University Net Zero emissions by 2030, and implementation of the United Nations Sustainable Development Goals (SDGs).

Impact 2030 also guides staff welfare and success. It details our commitment to attracting, developing, and retaining the best academic and professional staff, and supporting them to achieve excellence.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) STATEMENT

Our [Environmental, Social and Governance \(ESG\) 2021-2025 statement](#) reinforces Monash's commitment to sustainability, and builds on the actions and initiatives we achieved under our inaugural statement. Areas of emphasis include leading progress on social issues such as gender equality and inclusion, advancing Aboriginal and Torres Strait Islander Peoples, and addressing modern slavery; establishing a decarbonisation target for University investments; developing a deep immersion approach to the inclusion of ESG into the teaching program; and a commitment to a circular economy approach to campus operations and resource use.

In leveraging the full scope of our research, teaching, engagement and operational capabilities, Monash is continuing to advance a proactive, multi-dimensional approach to meeting ESG obligations. Goals to achieve these obligations include mobilising scientific and technical expertise for SDG problem solving; leading in campus sustainability; leading in governance practices, including the screening of University investments; and transparent monitoring and reporting.

"Impact 2030 is supported by the University's four strategic goals of being Excellent, International, Enterprising and Inclusive, which serve as crucial directional pillars. Additionally, our six values of Discovering, Learning, Purposeful, Collaborative, Honest and Fair define a culture that is consistent with the questing and questioning modernism of the University's foundations, as well as the commitment to engagement with others and to our purpose of our future aspirations"

MONASH UNIVERSITY AND THE SUSTAINABLE DEVELOPMENT GOALS

UNIVERSITY COMMITMENT TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Monash University was one of the first signatories to the University Commitment to the Sustainable Development Goals in 2016. The Commitment is an initiative of the [UN Sustainable Development Solutions Network \(SDSN\) Australia, New Zealand & Pacific](#), a chapter of a global network of universities and knowledge institutions launched by the UN Secretary General to mobilise global scientific and technological expertise in support of sustainable development and the SDGs (see below). In 2020, Monash reported on its Sustainable Development Goals progress across research, education, engagement and operations.

MONASH SUSTAINABLE DEVELOPMENT INSTITUTE (MSDI)

[Monash Sustainable Development Institute's](#) mission is to advance the wellbeing of people and the planet for current and future generations. MSDI engages across Monash to bring together applied and transdisciplinary researchers, practitioners and students to help achieve the United Nations Sustainable Development Goals; and provides a platform to create change through deep collaboration, working in close partnership with government, industry and communities. Throughout 2020 and 2021, MSDI actively worked to identify where our region is performing well and where it is not on track to meet the Sustainable Development Goals by 2030.

SUSTAINABLE DEVELOPMENT SOLUTIONS NETWORK (SDSN) AUSTRALIA, NEW ZEALAND & PACIFIC

Monash University, through [Monash Sustainable Development Institute \(MSDI\)](#), hosts [Sustainable Development Solutions Network Australia, New Zealand & Pacific](#) (SDSN AusNZPac). SDSN promotes solutions and initiatives that demonstrate the potential of technical and business innovation to support sustainable development. SDSN Australia, New Zealand & Pacific was a key partner in the global SDSN's 2020 guide, [Accelerating Education for the SDGs in Universities](#). The guide has since become one of global SDSN's most accessed resources, and has been translated into five languages. SDSN AusNZPac helped lead several follow up activities in 2021 including a global call for inspiring case studies showcasing how universities around the world are implementing education for the SDGs. Three Monash initiatives were among the 75 examples selected by independent reviewers, out of over 200 submissions. In addition, SDSN AusNZPac joined with the Australasian Campuses Towards Sustainability (ACTS) and the Principles for Responsible Management Education (PRME) AusNZ Chapter in February to organise [a workshop with over 200 participants on accelerating education for the SDGs](#) across our higher education institutions in our region.



MONASH ENGAGEMENT IN GLOBAL COMPACT RELATED NETWORKS

PRINCIPLES FOR RESPONSIBLE MANAGEMENT EDUCATION (PRME)

As an advanced [Principles for Responsible Management Education](#) (PRME) signatory, Monash uses our global reach and capabilities to address important world challenges, and develop transformational education and research projects. Our [Sharing Information on Progress Report](#) for 2020 celebrated 10 years of responsible management education at Monash Business School which has included expanding the experiential learning opportunities that focus on deepening engagement with the Sustainable Development Goals; expanding our executive education that focuses on sustainability and responsible management; and further embedding ethics, sustainability and responsibility into our curriculum.

GLOBAL COMPACT NETWORK OF AUSTRALIA (GCNA)

Monash is an active member of the [Global Compact Network of Australia](#) (GCNA), attending and partnering on events, participating in Annual General Meetings and responding to calls for input on local issues. In 2020, SDSN AusNZPac joined with GCNA and Fairtrade Australia and New Zealand to produce a [plan for regional and global recovery from the COVID-19 crisis](#) aimed at reducing inequalities and building a more resilient economic future. The five-point plan, developed in response to a forum with

Professor Jeffrey D. Sachs, President of SDSN, called for Australia to use the globally-agreed SDG framework to guide key policy decision making, elevate the needs of the most vulnerable and marginalised, create longstanding and inclusive partnerships, and unite all sectors behind a plan that creates a more just, resilient and greener economy that leaves no one behind.

UN SUSTAINABLE DEVELOPMENT SOLUTIONS NETWORK (SDSN)

The [UN Sustainable Development Solutions Network](#) (SDSN) was set up in 2012 under the auspices of the UN Secretary-General. The SDSN mobilises global scientific and technological expertise (through education, research, policy analysis, and global cooperation) to promote practical solutions for sustainable development, including the implementation of the Sustainable Development Goals (SDGs) and the Paris Climate Agreement. Monash University's Professor John Thwaites, is a co-Chair of the Leadership Council of SDSN, and in 2020, Professor Jeffrey D. Sachs, President of SDSN, addressed the Monash community focusing on the COVID-19 roadmap to recovery with an emphasis on the importance of the Sustainable Development Goals, fair climate objectives and global cooperation.

Universities and other higher education institutions have a critical role in helping society achieve the Sustainable Development Goals (SDGs) through their research, learning and teaching, campus operations and leadership. One of the most important ways they can contribute to this is to support students and other learners within their sphere to develop the necessary knowledge, skills and mindsets to contribute to solving the complex sustainable development challenges our world faces.

Accelerating Education for the SDGs in Universities Guide (SDSN, 2020).



UN WOMEN

Monash is a regular collaborator with UN Women by conducting funded research, contributing to conferences and advising on guidance notes. In 2021 [Monash Gender, Peace and Security \(GPS\) Centre](#) partnered with ASEAN country experts in Indonesia, Thailand and Philippines to examine the persistent trends and changing gender dynamics of violent extremism in the context of the COVID-19 pandemic. The '[Gender Analysis of Violent Extremism and the Impact of COVID-19 on Peace and Security in ASEAN: Evidence-based research for policy](#)' [report](#) examined three issues: how and to what extent misogyny and hostile beliefs are fuelling violent extremism in the Southeast Asian region during the pandemic, the degree to which misogyny and hostile beliefs in the ASEAN region are fuelling violent extremism, and how these manifest themselves in the offline space. The research was done as part of the UN Women's project, *Empowering Women for Sustainable Peace: Preventing Violence and Promoting Social Cohesion in ASEAN*.

CONFERENCE OF PARTIES (COP)

Monash University became an official Observer Organisation of the *United Nations Framework Convention on Climate Change* in 2016 and has since sent annual delegations to their Conference of Parties (COPs). The Monash delegation to COP26 in Glasgow looked a little different in 2021, with all but one delegate attending virtually due to COVID-related international travel restrictions affecting many Australians. Our virtual delegation included specialists in sustainability education, environmental law, energy transitions, climate change mitigation, green chemistry, climate change and energy policy, global health resilience, and climate change communication.





ACTIVITIES AND OUTCOMES

1 | HUMAN RIGHTS

PRINCIPLE 1

Businesses should support and respect the protection of internationally proclaimed human rights

PRINCIPLE 2

Make sure that they are not complicit in human rights abuses

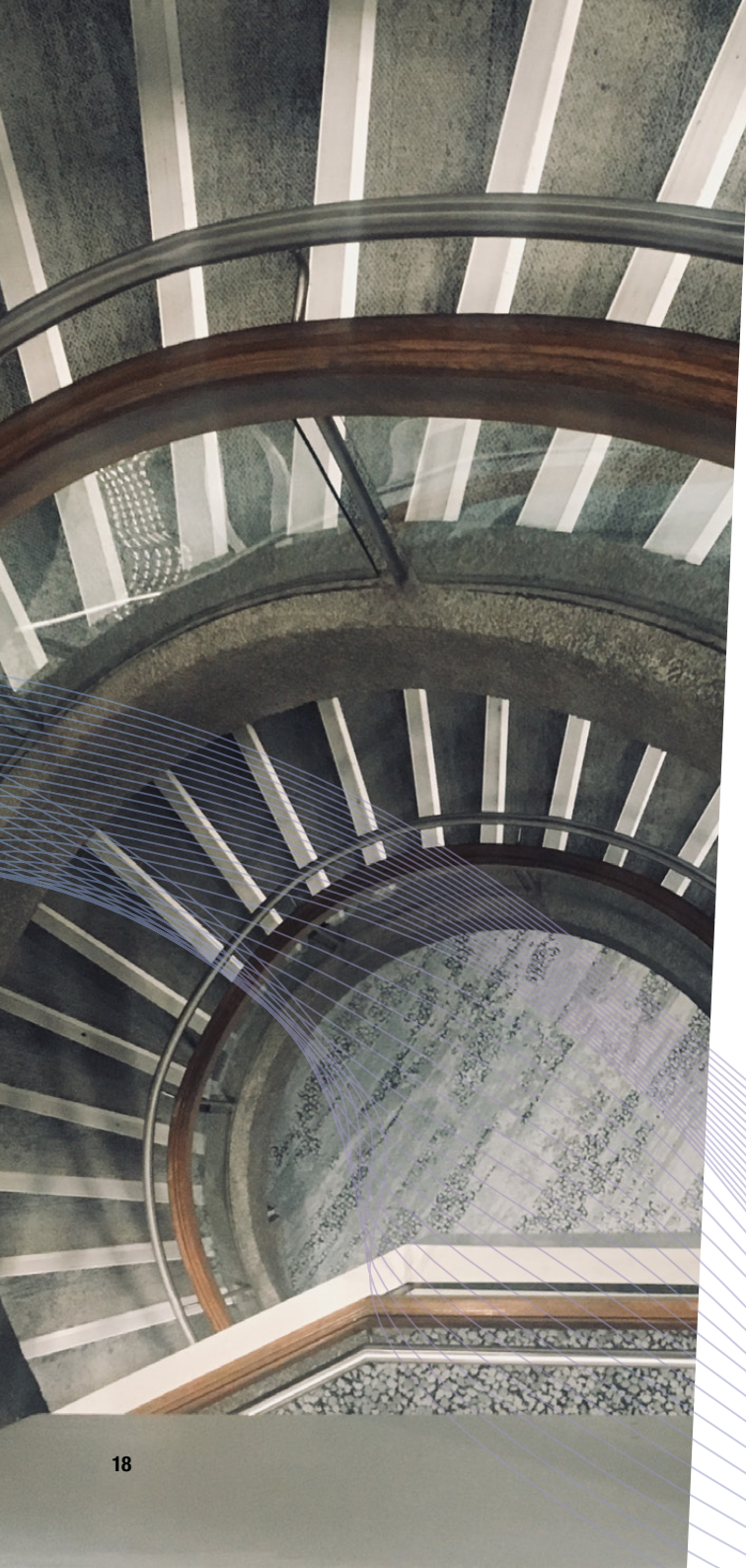
Monash University supports, respects, and protects human rights through all of its activities and operations, with our commitment embedded in the legislation the University complies with. We are committed to promoting equal opportunity in education and employment, and to adhering to the global principles of justice and equity according to the United Nations and International Labour Organisation Conventions, Covenants and Declarations. Monash adopted the **Freedom of Speech and Academic Freedom Policy** in 2021 to further protect the generation of and engagement with critical thinking, debate, and challenging ideas.

Monash is committed to fostering a society that respects our Aboriginal and Torres Strait Islander Peoples, their cultures, knowledge and languages. The **Monash Aboriginal and Torres Strait Islander Framework 2019-2030** guides our work in redressing legacies of the past, whilst facilitating advancement pathways for Indigenous Peoples. In addition, Monash is committed to social justice, and values and respects the diversity of lived experience amongst our students and staff. Our **Diversity and Inclusion Framework** shapes the environment and culture of inclusivity necessary for free, safe and innovative expressions of diversity.

ACTIVITIES AND OUTCOMES

Education and Research

- In the 2020-21 biennium, the promotion of human rights was centred in 32 Monash units across multiple courses, including: [Human Rights in the Context of Global Society](#), [Human Rights as an Arts Major and Minor](#), [International Human Rights Law and Women](#), [Family Violence Prevention](#), and [Specialist Master of Laws in Global Society and Human Rights](#).
- Monash recognises that social and environmental determinants can contribute to inequities in accessing higher education, and offers three targeted [Entry Schemes](#) to support talented students whose academic outcomes may have been impaired by difficult life circumstances. These offerings continued in 2020-21, with expanded eligibility criteria this biennium allowing for an increase in offers for the [Indigenous Entry Scheme](#), [Special Entry Access Scheme \(SEAS\)](#) (offered to 1037 students in 2020), and the [Monash Guarantee program](#) (offered to 1,765 students in 2020).
- Further enabling equal opportunity education access, Monash increased the number of scholarships available for students who have experienced forms of educational disadvantage due to social or economic challenges: the [Achieving Potential Support scholarship](#) of \$3,000 per year (up to a total of \$15,000) is now offered to 500 eligible students, and the [Achieving Potential Access](#) scholarship worth \$3,000 for new students has removed the limit of offer availability.
- Access and participation rates for students from low SES backgrounds increased in 2020-21; from 28% to 28.4% between 2020-21 in undergraduate study, and from 26.4% to 27.2% between 2020-21 in postgraduate study.
- Key achievements in the [Monash Aboriginal and Torres Strait Islander Framework 2019-30](#) were realised in 2020-21: improved scholarship and streamlined admission processes were enacted; the [Indigenous Australian Voices Program](#) was launched; the independent [Monash Indigenous Advisory Council](#) advising on the Indigenous agenda was reformed; and the [Indigenous Research Action Plan](#) was launched to advance the research scope and capacity of First Nations students and academics. To help cultivate the next generation of Indigenous business leaders, the [Master of Indigenous Business Leadership](#) commenced in 2021 with 20 students enrolled.
- The [Monash Humanitarian Scholarships](#) to support people seeking asylum saw 56 students in 2020 and 63 students in 2021 receive 100% of course fees covered, plus a \$5,000 (increased to \$6,000 in 2021) allowance per year in study support.



- The [Castan Centre for Human Rights Law](#) at Monash is a world-renowned academic centre using its human rights expertise to create a more just world. In 2020-21, the centre influenced some of the biggest human rights issues, including LGBTIQ+ Rights and Law Reform, Protecting Rights in the Pandemic, Homelessness and Human rights in Australia, Use of Force in Detention, Migrant Precariousness in the time of COVID-19, Closing the Gap, Human Rights of Older Persons in Aged Care, Women and International Peace and Security in Afghanistan, and Hate Speech Law in Australian and New Zealand.

Operations

- Monash's [Respectful Communities](#) initiatives had high engagement in 2020-21: the 2020 Respectful Relationships virtual event hosted during [Monash's Respect. Now. Always. Week](#) reached 26,529 people, with 1,043 engagements, and the new [Monash bSafe App](#) was launched, attracting more than 800 downloads in its first month. 2020 also saw the launch of [The Masculinities Project](#): engaging men in exploring gender-equitable masculinity. More than 49,000 students completed the [Respect at Monash](#) module in 2020-21, with over 75% of students surveyed expressing the module helped them become a more respectful Monash community member. 1,390 students completed the [BRIGHT training](#), with 99% indicating the training helped their understanding of how to prevent gender-based violence. 4,899 staff and students completed [Monash LGBTIQ+ training programs](#) in 2020-21, with 90% indicating in 2021 they felt more able to respond to incidents of queerphobia post-training.
- In 2021, The [Monash Gender, Peace and Security \(GPS\) Centre](#) team assisted in the evacuation of 11 students from Kabul to Australia following the Taliban takeover. The students were safely housed in our Clayton campus accommodation, and a campaign was launched to support their new lives in Australia, including study continuation and family reunification.

2 | LABOUR

PRINCIPLE 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

PRINCIPLE 4

The elimination of all forms of forced and compulsory labour

PRINCIPLE 5

The effective abolition of child labour

PRINCIPLE 6

The elimination of discrimination in respect of employment and occupation

Monash University acknowledges that today, universities are both centres of knowledge, learning and research, as well as complex communities in which people engage, live and collaborate. In achieving our goals, consideration of each other's values, rights and responsibilities is vital. Monash upholds the Labour Principles through the **Monash University Enterprise Agreement (Academic and Professional Staff) 2019** and **Indigenous Employment Action Plan 2019 – 2021**.

Monash University stands strongly against all forms of modern slavery. Monash recognises that as part of the global community, we play an important role in helping eliminate exploitative labour practices and rights violations. The release of Monash University's first **Modern Slavery Act Report** in July 2021 demonstrates our commitment to actively seek out and address any potential instances of modern slavery within our global operations and supply chain.

Monash's commitment is to not only uphold the elimination of discrimination in respect of employment, but to foster staff and student wellbeing. We maintain a continuous vigilance over policies, procedures and practices to ensure the working and learning culture and environment of the University is psychosocially safe and inclusive for all students and staff. Examples of this commitment include **Diversity and Inclusion Policies, Equal Opportunity Policy, LGBTIQ Staff Inclusion Strategy, Respect. Now. Always. Initiative** and the **Integrity and Respect Policy, Ethical Conduct Procedures**, and **Leave and Wellbeing Policies** - which incorporate leave provisions for mental health, family violence, carers and parents.

ACTIVITIES AND OUTCOMES

Education and Research

- Monash offered seven course units in 2020-21 centred on employment law, detailing the rights of both workers and employers: [Law of employment](#), [Employment law](#), [Work and employment relations](#), [Workplace investigations and misconduct](#), [International issues in employment law](#), [Employment law in international perspective](#), and [Employment law and business risk](#).
- Monash continued to offer the [Human Trafficking, Modern Slavery and the Law](#) unit in which students examine these concepts, in addition to forced labour and servitude, and evaluate the human rights implications and tensions of competing 'agendas'; including those of criminal justice, gender, human rights, labour, migration and race.
- The [Trafficking and Slavery Research Group](#) at Monash is focussed on building the evidence base for policy, criminal justice and corporate responses to modern slavery. Research projects during 2020-21 included [Strengthening corporate responses to modern slavery](#), [Measuring the effectiveness of the Modern Slavery Act](#), and the co-development of the [Realising Women's Safe and Fair Migration Across ASEAN](#) Program.
- The Australian Universities Procurement Network (AUPN) Modern Slavery Academic Advisory Board was established in 2020, with Monash academics Marie Segrave, Ingrid Lanau, and Dayna Simpson holding three of the 12 member positions. Work continues on their [sector-based collaboration to address modern slavery](#).
- Monash Professor of International Law, Jean Allain, continued to address the issue of forced labour through 2020-21, with two peer-reviewed publications on [confronting the business models of modern slavery](#), and [tracking implementation gaps in international anti-slavery commitments](#).
- Units offered in 2020-21 to increase visibility of the challenges associated with social and workplace discrimination included: [Managing diversity and inclusion](#), [Law and discrimination](#), [Discrimination law and human rights at work](#), [Cultural diversity and identity](#), [Practising inclusion](#), and a [Social inclusion internship](#) working on migrant and refugee settlement in multicultural communities.
- The Monash Gender and Family Violence Prevention Centre funded 24 [Graduate Certificate of Family Violence Prevention](#) scholarships to upskill and facilitate employment pathways for people with lived experience of family violence.

Operations

- The University's longstanding commitment to advancing gender equality continued in 2020 and 2021, with oversight from the [Diversity and Inclusion Committee](#), chaired by Vice-Chancellor, Professor Margaret Gardner.
- The [Times Higher Education Impact Rankings for gender equality](#) measures universities globally on their research of gender, gender-equity policies and institutional commitment to recruiting and promoting women. Monash placed 24th in 2020, and rose significantly to 10th in 2021, placing Monash in the top 4% of ranked universities worldwide for gender equality.
- The participation of women in senior roles at Monash continued to increase this biennium, reaching 39.8% in 2021. Women in senior professional roles nudged slightly over gender parity at 51%, and women in senior academic roles represent 36.4% in 2021 (up from 35.7% in 2020). The most significant gender gap continues to persist among professors, where women represent 28.8% in 2021, down from 29.2% in 2020.
- The [Athena SWAN 2018-2021 Action Plan](#) at Monash continued its drive to increase women's participation and progression in STEMM this biennium. Since joining

[Athena SWAN](#) in 2016, representation of women in senior academic roles in STEMM has increased from 24.4% in 2016 to 42.9% in 2021.

- As part of our institutional commitment to support women's career advancement, Monash awarded the [Advancing Women's Research Success Grant](#) to 22 early-mid career academics in 2020, to mitigate the impact of caregiving responsibilities on career trajectory and research productivity. The professional development programs offered to women at Monash in 2021 had strong participation, including 297 attendees at the virtual Women's Academic Promotion Information Session, with 203 women participating in the 2021 newly launched Global Staff Mentoring Program.
- Flexible work was actively promoted throughout the University following the end of pandemic work-from-home mandates, with 21.6% of staff working part-time in 2021 - 74.5% of whom were women.
- In 2020, Monash again achieved 'silver-level employer status' in the [Australian Workplace Equality Index](#), the national benchmark for LGBTIQA+ workplace inclusion.



3 | ENVIRONMENT

PRINCIPLE 7

Businesses should support a precautionary approach to environmental challenges

PRINCIPLE 8

Undertake initiatives to promote greater environmental responsibility

PRINCIPLE 9

Encourage the development and diffusion of environmentally friendly technologies

Monash University's commitment to environmental sustainability is embedded in its strategic plan, and supporting policies, procedures and practices. Our commitment to sustainability is set out in our **Sustainability Strategy**, which details our actionable vision of financial, social and environmental responsibility towards a sustainable future, and demonstrates the ways our values are reflected in the way we operate. Guided by the Sustainability Strategy, we strive to continuously reduce the environmental impact of our operations and establish our campuses as exemplars of environmental best practice.

During the 2020-21 reporting period, Monash undertook a range of programs and initiatives to improve the environmental sustainability of the infrastructure and operations of the University, and to enhance the sustainable behaviour of the thousands of staff and students studying, working and living on the campuses. A **2020 progress report** on Monash's Sustainability Strategy shows our environmental performance targets for carbon, energy, renewable energy, water, waste, and transport were met for 2020, with key biennium outcomes noted under Operations. Our second **Environmental, Social and Governance (ESG) 2021-25** statement was released with an updated set of objectives for environment, social and governance goals, in response to evaluated outcomes of our first statement and current best-practices.

ACTIVITIES AND OUTCOMES

Education and Research

- Course and unit offerings centring the environment and sustainability remained a strong focus for Monash in 2020-21, with 44 units focusing on sustainability broadly ([health and wellbeing](#), [energy efficiency](#), [economics](#), [urban planning](#), [corporate regulation](#), [materials](#), [innovation](#), [food](#), [design](#), [leadership](#), [global challenges](#), and more), including our [Graduate Certificate of Innovation for Sustainability](#). Additionally, students wishing to specialise in environmental sustainability could undertake our [Master of Environment and Sustainability](#).
- Our world-leading research and education institute, [Monash Sustainable Development Institute](#) (MSDI) continued sustainability contributions throughout 2020-21. Projects included collaboration with Indonesian partners to [prevent waste water entering the Citarum River](#); authoring the [Transforming Australia SDG Progress Report 2020 Update](#) which measures Australia's performance against SDGs; and [advancing circular economy policy and practice](#). MSDI also offered practical sustainability training through the extracurricular leadership program, [Greensteps](#).
- MSDI's [Climateworks Centre](#) began scaling up in 2020-21 to resource the step-change needed in climate action to keep global warming below 1.5 degrees. Working with governments, businesses and investors across Australia, Southeast Asia and the Pacific, Climateworks continued to influence decision-makers with the power to reduce emissions at scale, to achieve the system-level transitions required for net zero emissions in both physical systems – cities, industry, energy and food, land and oceans – and enabling systems – corporates, economies and finance. The [Monash Energy Institute](#) continued accelerating the transition towards a sustainable energy future in Australia in 2020-21 through impactful interdisciplinary research and education programs. In support of the uptake of microgrids across Australia, Monash released the online resource [MEMO Toolbox](#); took up a major research role in [RACE for 2030](#); and hosted the [2021 State of Energy Research Conference](#).
- Throughout 2020-21, the [Emerging Technologies Research Lab](#) published outputs on their core themes of energy futures, future mobilities, public space, e-waste, and design for wellbeing - including reporting on [consumer experiences of energy market reforms](#). The [Monash Data Futures Institute](#) continued their research focus on AI and sustainable development - including hosting [numerous information events](#). The [Monash Climate Change Communication Research Hub](#) conducted research into media and policy infrastructure to address climate change - including releasing the [Temperature check: Greening Australia's warming cities report](#). And our leading academics in [Sustainability Informatics](#) undertook research on IT for sustainable energy, agricultural technology, and environmental monitoring.

- In a collaboration between Monash and 29 industry and research partners, the [Building 4.0 Cooperative Research Centre](#) was established at Monash. Through the use of new design and manufacturing processes the anticipated outcomes of the initiative include an 80% reduction in construction waste and a 50% reduction in CO2 emissions.
- A Monash-led program, [Securing Antarctica's Environmental Future](#), received \$36 million in funding in April 2020, and will be delivering world-leading research to forecast environmental change across the Antarctic, deploying effective environmental stewardship strategies, and securing Antarctica as a natural reserve devoted to peace and science.
- [Revitalising Informal Settlements and their Environments](#) (RISE) program continued to advance through 2020 despite COVID-19 impacts. RISE is utilising water sensitive technology innovation to transform quality of life across urban informal settlements in Indonesia and Fiji. December 2020 saw the completion of community co-design activities for the first six settlement upgrades in Suva, Fiji.



Operations

- Through the [Monash Net Zero Initiative](#), which aims to transform campus assets towards an energy-efficient, renewable energy-powered future, the following measures were implemented during 2020-21:
 - 56,500 LED lights were upgraded on campuses, delivering more than \$1.5 million in annual electricity cost avoidance;
 - Three solar arrays were installed, increasing the University's solar capacity to more than 13,891 solar panels, providing 4.1 megawatts of capacity (up from 3.5 megawatts);
 - Installation and integration of the microgrid equipment on selected campus buildings was completed, and the transition of existing natural gas boiler campus assets to high-efficiency heat-pump technology continued;
 - Turbines at the Murra Warra Wind Farm were practically achieved, allowing 35% of campus operations to be powered by renewable electricity in 2021;
 - Work commenced on a Net Zero Supply Chain program, to understand the decarbonisation journey and support needs of 1700 Monash suppliers;
 - The completion of the *Net Zero Me* pilot program involving 65 participants and 15 student carbon coaches;
- Engagement activities including the hosting of a webinar series; delivery of two professional development training sessions (attracting 90 participants); co-hosting of the Zero Emissions Solutions Conference; and the development of the Monash ENGIE Alliance - each engagement focussed on developing net zero solutions.
- Total carbon emissions for the University in 2020 were 148,781 tCO₂ *, a 29.1% decrease on 2019 emissions. GHG emissions from gas (used for heating and cooling) and electricity decreased by 8.9% and 15.5% respectively.
- The University's total energy use in 2020-21 was 692,825 GJ*, a 6% decrease on 2019-20 use.
- University water consumption was 342,267 kL in 2020-21*, a 28% decrease on 2019-20.
- Monash produced 1321 tonnes of waste in 2020-21*, a 62.7% decrease on 2019-20. A total of 477 tonnes of waste - 36% - was recycled (a 3% increase on 2019-20).
- Paper use was significantly reduced in 2020-21 compared with previous years*. Of the paper purchased in 2021-21, 37% was recycled content paper, with 97% certified as carbon-neutral (virgin and recycled). Monash will continue with the digital-first approach as staff and students return to campuses, to continue to reduce paper consumption.
- Monash generated 3,946,410 kWh of renewable energy in 2020-21 through solar (a 56% increase on 2019-20 generation), and saved 1,113,696 kWh of electricity, 190 GJ of natural gas and 1146 tCO₂e in greenhouse gas emissions through the Building Optimisation Program in place at the Clayton and Caulfield campuses.
- Water management projects undertaken in 2021 included commissioning the final sections of the harvested water ring main and biofilter bypass filtration system at Clayton campus; installation of smart metering on the largest stormwater harvesting systems to ensure optimum utilisation and improve data collection and quality; establishment of a water conservation incentive program and dedicated manager for our non-potable water systems.
- Monash University's procurement framework continues to centre environmental and social sustainability in all procurement processes and categories, with scoring sustainability criteria guidelines for staff on all tenders greater than \$200,000.
- Monash's priority to incorporate ecologically sustainable development into all new buildings and refurbishments continued in 2020-21 with the opening of the Chancellery, and Woodside Building for Technology and Design (sized to seat 5,000 students). Both buildings have formal Passive House certification (well-insulated, sealed, shaded), low energy and water use, with all-electric plant and rooftop solar (connected to the campus microgrid), harvested water networks and established water sensitive landscapes.
- Students and staff of Monash were encouraged to embed sustainability within their on-campus activities in 2020-21, supported by our [Campus Sustainability Team](#). The [Monash Green Impact](#) engagement program in 2020 saw 260 staff in 49 teams implement more than 2,017 positive environmental change actions across the University sites. A work-from-home section was successfully introduced to support COVID safe participation, and 2021 saw planetary health integrated into the Green Impact program. Monash continued to develop the [Towards Zero Waste strategy](#) using the principles of circular economy which seeks to keep all resources at their highest value, and replacing campus landfill waste collection with recycling streams. Continued focus on reducing single-use food packaging has seen the [Ditch the Disposables](#) campaign expand to better enable reusable cup use through offering the [BorrowCup](#) and [Green Caffeine](#) programs. A [reuse program for laboratory equipment](#) and consumables was launched in 2021, bolstering the existing [furniture reuse program](#) enabling departments to rehome their surplus and preloved items.

*It should be noted that reduced staff and student load on campus due to COVID-19 restrictions contributed to the reduction in energy, water use and waste production.

4 | ANTI-CORRUPTION

PRINCIPLE 10

Businesses should work against corruption in all its forms, including extortion and bribery

Monash University has a zero-tolerance approach to any and all improper conduct by employees, Monash University Council members, or any person performing public services or public functions on behalf of Monash University. Monash University does not tolerate the taking of reprisals against those people who disclose such conduct.

The *Victorian Government Protected Disclosure Act 2012 (the PD Act)*, the *Independent Broad-Based Anti-Corruption Commission Act 2011 (the IBAC Act)* and the *Ombudsman Act 1973 (the Ombudsman Act)* aim to encourage and facilitate the making of disclosures of improper conduct or detrimental action, in contravention of those Acts, by public officers and public bodies. They provide protection to whistleblowers who make disclosures in accordance with the PD Act, and establish systems for the matters disclosed to be investigated and for remedial action to be taken.

Monash University is a public body under the IBAC Act. Employees at Monash University, as well as Council members of Monash University, are public officers under the IBAC Act. Monash University complies with its obligations under the PD Act. The University provides publicly available policy and related procedures detailing action the University takes regarding **Whistleblower Disclosures** and the avenues open to those wishing to make a disclosure.

ACTIVITIES AND OUTCOMES

Education and Research

- Our **Business ethics in a global environment** unit is designed to develop students' moral reasoning about the conduct of business in the global context. This is achieved by exploring theories of ethics and justice in business and in its relationships with society, across different cultural and religious traditions; and reflecting on students' own moral development through analysis of ethical and unethical behaviours in business.
- We introduced the unit **Ethics and sustainability in a business environment** in 2021 to focus on questions of ethical responsibilities of businesses, using a backdrop of the 17 UN Sustainable Development Goals, and exploring human rights, environmental protection, and social accounting.
- Our **Current issues in sports law** unit considers the issues of doping and drugs, match fixing, disputes, and corruption that can exist in globalised sporting contexts. Students engage in critical discussion, analysis and debate about these important contemporary legal issues occupying international sports law and the manner and extent to which the relevant institutions are held accountable.
- The **Crimes of the powerful** unit explores the actions and outcomes of powerful agents, including states and corporations, creating social harm, and the nexus of power that makes these crimes possible. Students navigate through the difficulties of identifying intent and culpability, drawing from cases of financial fraud, workplace and industrial harms, environmental disasters, professional misconduct, tax avoidance and organisational and corporate crimes.
- Our **Corporate Crime** unit analyses criminal conduct in the business world, including serious cartel conduct, liability for defective disclosure, liability related to data privacy, and insider trading.
- Our **Asia's Underside: Violence, Crime and Protest** unit delivers an understanding of the political and social tensions in the countries of Northeast and Southeast Asia. It addresses challenges such as corruption, environmental damage, gendered and ethnic violence, political resistance, religious extremist groups and organised crime.
- Monash Business School provides a professional course on **Probity and integrity in the public sector**, which covers ethics and legal frameworks surrounding probity, the role of anti-corruption bodies, and skills students in applying probity principles to procurement and contract management processes.

Operations

- Monash University values and adheres closely to the application of social justice, ethics and respect for diversity in individuals, communities, and ideas. We emphasise social justice in our workplace culture, and ethical practices across our workplace environments and our teaching and research divisions. To ensure these cultural ideals are universally understood and well-supported, policies, procedures and **mandatory compliance training** (MCT) are provided for all Monash staff, students, and where appropriate, our associated workforce, to guide conduct and behaviour. Examples of these include:
 - The **Monash University Ethics Statement** which underpins all of the University's policies and procedures, and provides a decision-making framework for effectively resolving ethical issues. All Monash employees and students are required to adopt the ethical policy approaches in their actions, communications, work and study activities.
 - The **Integrity and Respect Policy** guides staff, students, and associated workforce on appropriate conduct and requires compliance with all relevant legislation. These policies are further supported by the *Ethics and Professional Conduct* MCT for staff, *Engaging Ethically with Monash* MCT for our associated workforce, and *Respect at Monash* MCT for students.
- Monash University is strongly committed to ensure entrusted information cannot be used or abused for private gain. Academic integrity expectations are detailed in both **policy** and **procedure**, and cybersecurity measures at Monash are overseen by **strategy, active management, certifications** and **controls**. MCT modules on *Data Protection and Privacy* and *Cybersafety* for staff, and *Academic Integrity* for students are provided and regularly updated.
- Monash University is committed to effective fraud and corruption risk management and ensures that all staff are aware of the **Fraud and Corruption Policy and Procedures**. These policies are further supported by the *Anti-fraud and Corruption* MCT for all staff.





**FOR MORE INFORMATION ON HOW MONASH
IS MEETING THE GLOBAL COMPACT:**

monash.edu

facebook.com/Monash.University

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The information in this brochure was correct at the time of publication (November 2022). Monash University reserves the right to alter this information should the need arise. You should always check with the relevant Faculty office when considering a course.

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