

Modern Slavery Policy



Policy Owner:	Chief Financial Officer	Policy Year & Version:	2024 – Version 1
Executive Policy Sponsor:	Chief Operating Officer	Date Approved:	10 September 2024
Approval Authority:	Audit & Financial Risk Committee	Next Review Date:	September 2026

1. Overview and Purpose

- 1.1. This document sets out the Modern Slavery Policy (**Policy**) developed by Murdoch Children's Research Institute (ABN 21 006 566 972) (referred to as **MCRI**) and Victorian Clinical Genetics Service (ABN 51 007 032 760) (referred to as **VCGS**) collectively referred to as the **Organisation**. Words defined in this Policy have the meaning given in this document including in the Definitions section 7.
- 1.2. Modern Slavery is a criminal offence under Australian and international law. The terms Modern Slavery (as further defined in section 8) describe situations where coercion, threats or deception are used to exploit victims and undermine or deprive them of their freedom.
- 1.3. This Policy directs the Organisation's management of Modern Slavery risks or occurrences in its Operations and Supply chains.

2. Scope of Application

- 2.1. This Policy applies to all Staff of the Organisation including:
 - both salaried and non-salaried employees of the Organisation;
 - all other staff of the Organisation including volunteers, students, honorary and affiliate appointments.
- 2.2. This Policy also applies to any other person who is notified that this Policy applies to them (e.g. Organisation's third-party collaborators and Suppliers including Contractors).

3. Principles

- 3.1. **Respect and support.** The Organisation is committed to respecting and supporting the dignity and human rights of any individual. The Organisation will not accept or condone any Modern Slavery practices in its Operations and Supply chains.
- 3.2. **Identifying and assessing Modern Slavery.** The Organisation is committed to identifying and assessing Modern Slavery risks or occurrences in its Operations and Supply chains. This includes conducting risk assessments of the Organisation's business and Supply chains to determine which parts of its business and Supply chains are most at risk of encountering Modern Slavery and ensure focus on these high-risk areas.
- 3.3. **Investigating Modern Slavery.** Where the Organisation becomes aware of, or has a reasonable basis for suspecting Modern Slavery practices in its Operations and/or Supply chains, the Organisation will investigate all relevant circumstances. This may include requesting documentation from internal or external stakeholders and seeking external advice.
- 3.4. **Reporting and remediation in the event of a breach of the Policy.** In the event a risk or occurrence of Modern Slavery has been identified, the Organisation will take steps to ensure that such instance is appropriately remediated in order to prevent or mitigate harm to an individual. This may include taking any disciplinary action with Staff, seeking to terminate its relationship with a person, including a supplier or collaborator.

Modern Slavery Policy

- 3.5. **Compliance.** In accordance with the requirements of the Modern Slavery Act, MCRI prepares an annual Modern Slavery Statement for each financial year, setting out actions taken to identify, assess and address Modern Slavery risks in the global Operations and Supply chains of the Organisation. MCRI Modern Slavery Statements are published by the Australian Government through an online central register.

4. Key Accountabilities

Stakeholders	Responsibilities	Conditions or limitations
All Staff of the Organisation	- To familiarise themselves with this Policy; - To cooperate with the Organisation to promote and support anti-slavery practices; - To report any actual or suspected instances of Modern Slavery that they become aware of during their affiliation with the Organisation.	Reporting can be: - Direct to the Staff's manager or relevant Theme Director; - Protected and anonymous through the Whistleblowing Reporting Service at: https://www.whistleblowing-service.com.au/mcri/ https://www.whistleblowing-service.com.au/vcgs/ for internal and external parties to report incidents.
Any other person who is notified that this Policy applies to them (e.g. Organisation's third-party collaborators or suppliers).	- To familiarise themselves with this Policy; - To cooperate with the Organisation to promote and support anti-slavery practices; - To report any actual or suspected instances of Modern Slavery that they become aware of during their relationship with the Organisation.	
Purchasing	- To implement systems to identify and manage risks of Modern Slavery within the Organisation's Operation and Supply chain. - To oversee the investigation of any actual or suspected instances of Modern Slavery; - To report on the management of Modern Slavery risks or occurrences in the Organisation's Operations and Supply chain to the Chief Procurement Officer.	

5. Definitions

Term	Meaning
Contractor	A supplier of services who is onboarded as a contractor within the Organisation.
Modern Slavery	Any exploitation of a worker, human trafficking, slavery, servitude, forced labour, the worst forms of child labour, debt bondage or deceptive recruiting for labour or services, or similar types of conduct including but not limited to the definition of "modern slavery" under the Modern Slavery Act. For the purpose of this Policy, the term 'Modern Slavery' does not include practices like substandard working conditions or underpayment of workers, though these practices are also harmful and unacceptable to the Organisation and may be present in some situations of Modern Slavery.
Modern Slavery Act	Modern Slavery Act 2018 (Cth)
Modern Slavery Statement	Document which describes an entity's actions to assess and address Modern Slavery risks in its global operations and supply chains during any given financial year in accordance with the Modern Slavery Act. A reporting requirement aimed at promoting transparency of supply chains and operations.
Operations	Day-to-day organisational activities conducted by the Organisation to create value and achieve the Organisation's objectives.

Modern Slavery Policy

Term	Meaning
Organisation	Murdoch Children's Research Institute (ABN 21 006 566 972) and its wholly owned subsidiary Victorian Clinical Genetics Services (ABN 51 007 032 760)
Organisation's Staff	Has the meaning given in clause 2.1
Supplier	A person (including a Contractor, secondee, agency, consultant or other supplier) who supplies goods and/or services (whether paid or unpaid) and includes all employees, agents and sub-contractors of that person (the Supplier)
Supply chains	Network between an organisation and Suppliers who are engaged to supply goods and/or services to that organisation.

6. Supporting Information, Related Documents

Supporting information	Publicly available / Internal document
<i>Modern Slavery Act 2018</i> (Cth)	Public
<i>Fair Work Act 2009</i> (Cth)	Public
Related documents	
Whistle-blower Policy	Public https://www.mcric.edu.au/
MCRI Child Safety Standards Policy	Public https://www.mcric.edu.au/
Sex Discrimination, Sexual & Sex-based Harassment Policy	Internal
Anti-Discrimination, Harassment & Bullying Policy	Public https://www.mcric.edu.au/
Performance Improvement & Unacceptable Behaviour Policy	Internal
Code of Conduct	Public https://www.mcric.edu.au/

7. Version History

Version	Approved by	Approval date	Effective date	Changes (if relevant)
V1.0	AFRC	10/09/2024	10/09/2024	New policy