

## MODERN SLAVERY POLICY

### 1. PURPOSE

The George Institute for Global Health, together with its subsidiary and associated companies worldwide (**The George Institute** or **TGI**), is committed to respect and support human rights in combatting modern slavery in our business and supply chains.

This Policy has been written to:

- summarise the practices and processes which The George Institute has implemented to comply with the legal requirements;
- communicate these practices and processes to our staff; and
- communicate our commitment to our suppliers.

### 2. LEGAL REQUIREMENTS

This Policy (and the underlying practices and processes employed at The George Institute) are designed to comply with the Australian *Modern Slavery Act 2018* (Cth) and the *Modern Slavery Act 2018* (NSW), and regulations and guidelines issued pursuant to those Acts (collectively **Modern Slavery Laws**).

### 3. APPLICATION

All executive, regional and divisional directors, heads of business and senior managers must ensure that this Policy is considered and applied to all processes and standard operating procedures applicable to their area of responsibility, and staff within their area(s) are advised of and trained in the practical applications of this Policy.

This Policy applies to all permanent and temporary staff of The George Institute, and any consultants, students or other persons working at TGI offices (collectively **TGI staff**).

This policy does not form part of any employee's contract of employment and may be amended from time to time.

### 4. POLICY STATEMENT

4.1 **Modern Slavery** is an umbrella term used to describe the act of deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. It encompasses a wide range of activities which continues to exist in present day society, such as slavery, servitude, forced and compulsory labour, forced marriage, debt bondage and human trafficking, whether committed against adults or children. It is a crime and a violation of fundamental human rights.

4.2 The George Institute conducts its operations with integrity, credibility, social responsibility and accountability. With the mission of improving the health of millions of people worldwide,



The George Institute is committed to acting ethically and with integrity in all its business dealings and relationships, including ensuring Modern Slavery is not occurring in its business or supply chains.

## 5. RESPONSIBILITY FOR THE POLICY

- 5.1 TGI's Board of Directors (the **Board**) has overall responsibility for ensuring this Policy complies with our legal and ethical obligations, and that all those under our control comply with it. The Board is also responsible for approving our annual Modern Slavery statement and ensuring that it complies with our disclosure obligations under Modern Slavery Laws.
- 5.2 Senior Management of The George Institute has primary responsibility for implementing this Policy, monitoring its use and effectiveness, and dealing with any queries about it. Any questions or issues should be referred to The George Institute's Chief Operating Officer, assisted by the Legal Office ([legal@georgeinstitute.org](mailto:legal@georgeinstitute.org)).
- 5.3 All TGI staff are required to comply with this Policy and the Management at all levels are responsible for ensuring those reporting to them understand and comply and are given adequate and regular training, as well as implementing appropriate measures to detect and prevent risk of Modern Slavery in The George Institute's business and supply chains.

## 6. COMPLIANCE WITH THE POLICY

- 6.1 All TGI staff must read, understand and comply with this Policy.
- 6.2 The prevention, detection and reporting of Modern Slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. All TGI staff are required to act ethically with high professionalism in accordance with our values to avoid any activity that might lead to, or suggest, a breach of this Policy or Code of Conduct.
- 6.3 A TGI staff member must notify his/her manager or the TGI Chief Operating Officer as soon as possible if he/she believes or suspects that a breach of this Policy has occurred, or may occur in the future. Alternatively, a report must be made under the Whistleblower Policy (please refer to the [Whistleblower Policy](#) for the list of Eligible Recipients who can receive a report).
- 6.4 All TGI staff are encouraged to raise concerns about any issue or suspicion of Modern Slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.
- 6.5 If a TGI staff member is unsure about whether a particular act, the treatment of workers more generally or their working conditions within any tier of our supply chains constitutes any of the various forms of Modern Slavery, he/she must raise it with his/her manager or the TGI Chief Operating Officer.

## 7. SUPPORT FOR THE POLICY

- 7.1 The George Institute aims to encourage openness and will support anyone who raises genuine concerns in good faith under this Policy, even if they turn out to be mistaken. TGI is committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that Modern Slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment



includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern.

- 7.2 If a TGI staff member believes that he/she has suffered any such treatment, he/she should inform his/her manager or the TGI Chief Operating Officer immediately. If the matter is not remedied within a reasonable period of time, he/she should raise it formally using our Grievance Policy and Procedure.

## 8. BREACHES

- 8.1 Any TGI staff member who breaches this Policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.
- 8.2 TGI may terminate our relationship with other individuals and organisations working on our behalf if they breach this Policy.

## 9. RELATED POLICIES

*The George Institute for Global Health Code of Conduct*

*Whistleblower Policy*

## 10. REVISION HISTORY

Version	Replaces	Date and Description of change / reason
V2.0 (7 May 2021)	V1.0	Included reference to Whistleblower Policy
V1.0 (27 Aug 2019)	N/A	First version

## 11. APPROVAL

<b>Title of Owner / Author</b> Legal Counsel	
<b>Approved by: COO / Director</b>	