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Title: Human Rights (Including Modern Slavery) Policy	

Human Rights (Including Modern Slavery) Policy

Background

The Burnet Institute is committed to upholding human rights in its business operations. This commitment extends to both its direct business operations and, insofar as is practicable, to positively influencing and affecting change in indirect business activities because of Burnet Institute's business relationships with other parties.

The Burnet Institute is committed to upholding human rights which include the right to life, the right to a fair trial, freedom from torture and other cruel and inhuman treatment, freedom of speech, freedom of religion, and the rights to health, education and an adequate standard of living.

Aligned to our purpose to "Create and translate knowledge into better health so no-one is left behind", we respect and promote the human rights of under-served communities we work with, regardless of race, religion, political beliefs, ethnicity, indigeneity, disability, age, health status, geographic location, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class or socio-economic status.

Purpose

The Burnet Institute is committed to raising awareness about human rights issues throughout its workplaces and recognises that this is an important step in addressing human rights issues. Such awareness raising is only effective if it is communicated effectively and in an appropriate context for the workplace environment being targeted. Burnet commits to engage in its direct business relationships in a manner that, insofar as is reasonably practicable, promotes human rights within the supply chains and operations in those organisations also.

Burnet External Complaints and Whistle-blower grievance mechanisms incorporate our commitment to human rights and is available to parties wanting to raise human rights concerns, and where appropriate seek remedy.

Burnet's Human Rights policy has been approved by the Institute's Board of Directors and is reflected throughout its internal governance framework, including in the following operational policies and procedures:

1. Supplier Code of Conduct.
2. Procurement and contracting.
3. Whistle-blower; and
4. External Complaints Handling.

Scope

This Policy applies to all activities of the Burnet Institute including research, development, teaching, learning, corporate support, PNG & Myanmar Programs and all other international activities.

For the purpose of this Policy, the term "personnel" refers to all employees, students, volunteers, consultants and contractors and their employees.

Policy statement/overview

1. As part of its commitment to upholding human rights, the Burnet Institute will in conjunction with its business activities:

2. Comply with all applicable laws and respect internationally recognised human rights, in all areas of operation;
3. Avoid causing or contributing to adverse human rights impacts through its business activities and has a commitment to addressing those human rights impacts if they occur;
4. Seek to prevent or mitigate adverse human rights impacts that are directly or indirectly insofar as practical, linked to the Burnet Institute's operations, products or services by their business relationships;
5. Undertake appropriate due diligence to identify, prevent and mitigate adverse human rights impacts as part of the Burnet Institute's risk assessment process;
6. Use the process of risk assessment and reporting under the *Modern Slavery Act 2018* (Cth) as a means of identifying and practically addressing modern slavery in its supply chains and operations;
7. Engage with both internal and external stakeholders in relation to assessing, addressing and remediating actual and potential adverse human rights impacts;
8. Measure the Burnet Institute's effectiveness in addressing adverse human rights impacts and report on its progress in addressing adverse human rights impacts; and
9. Provide human rights (modern slavery) training for all new employees and relevant exiting staff members.

Responsibility for implementation

The COO is responsible for the implementation and review of this policy.

Related legislation

Modern Slavery Act 2018 (Cth)

- The International Bill of Human Rights;^[1]
- The International Labour Organisations (ILO) Declaration on Fundamental Principles and Rights at Work.
- United Nations Guiding Principles on Business and Human Rights; and
- The United Nations Sustainable Development Goals.

[1] [consisting of the Universal Declaration of Human Rights and the main instruments through which it has been codified being the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights](#)