

INTRODUCTION

This Modern Slavery Statement (**Statement**) is made voluntarily by Perron Institute for Neurological and Translational Science Ltd ABN 99 070 870 398 (**Perron Institute**) in line with the requirements of the *Modern Slavery Act 2018 (Cth)*. Perron Institute is a public company limited by guarantee and is registered as a not-for-profit organisation. This Statement is made on behalf of Perron Institute in its own right. Perron Institute does not own or control any other entities.

Background in relation to Perron Institute

Perron Institute was established in 1982 and is Western Australia's longest established medical research institute. In the past four decades, the Perron Institute has developed a successful track record for delivering life-changing treatments for the benefit of the community. Medical researchers and clinicians at Perron Institute strive to provide a better quality of life for people living with rare neurological diseases, which currently have no or few treatments or cures. Specialist teams of researchers at Perron Institute focus on finding solutions for some of the most complex neurological problems. Our scientists and clinicians are working to create the future of personalised, precision medicine by tackling global health challenges and tailoring therapies to specific groups and individuals.

Governance

Perron Institute is governed by a Board of Directors. The Board of Directors is ultimately responsible for ensuring that Perron Institute has an appropriate corporate governance structure, and that policies and procedures and other relevant governance documents (such as this Statement) are implemented and maintained.

The executive leadership team, led by the CEO, is responsible for overseeing the implementation of this Statement and monitoring compliance.

Perron Institute employs around 100 staff (approximately 40 FTE), including executive leadership, administrative staff, medical, nursing and allied health staff, laboratory technicians, medical researchers and academics and students undertaking research for higher degrees (**Workplace Participants**).

Workplace Participants are expected to familiarise themselves with this Statement and actively participate in preventing and addressing risks of Modern Slavery in the organisation's supply chain.

Modern Slavery Recognition

Perron Institute recognises that Modern Slavery is a term used to cover practices such as forced labour, debt bondage, forced marriage and human trafficking. Modern slavery practices are major violations of human rights and serious crimes, where coercion, threats, or deception are used to exploit victims and undermine or deprive them of their freedom.

The most prevalent form of Modern Slavery is forced labour, which disproportionately affects vulnerable people, such as children and young people, undocumented migrants, and those living in

poverty. According to the latest data published by the International Labour Organisation (2022), forced labour affects 28 million of men, women and children in all countries and all economic sectors. It is rooted in poverty, discrimination and lack of social protection. It disrupts fair competition between businesses: <https://www.ilo.org/topics/forced-labour-modern-slavery-and-human-trafficking>

Modern Slavery Act 2018 (Cth) (the Act)

The *Modern Slavery Act 2018* provides eight types of exploitation that meet the definition of Modern Slavery in Australia. They are:

1. trafficking in persons;
2. slavery;
3. servitude;
4. forced marriage;
5. forced labour;
6. debt bondage;
7. deceptive recruiting for labour or services; and
8. the worst forms of child labour (slavery practices or hazardous work involving children).

PERRON INSTITUTES'S COMMITMENT

This Statement outlines Perron Institute's commitment and actions to address and mitigate the risk of Modern Slavery within our operations.

Perron Institute supports the United Nations' Universal Declaration of Human Rights to treat all people respectfully, humanely and with dignity. We will endeavour to identify and take action against Modern Slavery risks in our supply chain. A supply chain includes all individuals, organisations, and processes directly or indirectly involved in the provision of goods and services to Perron Institute.

Although Perron Institute is not legally bound to comply with, register or report under the Modern Slavery Act, it has begun the process of understanding the issues of Modern Slavery, the requirements of the Act and how they could be adopted voluntarily by Perron Institute.

Our objective in voluntarily taking action in line with the Act is to be as transparent as possible and to demonstrate leadership in the sectors in which we operate. We will voluntarily review our supply chain to ensure that the community knows we are committed to mitigating the risk of Modern Slavery.

RISKS IN PERRON INSTITUTE OPERATIONS

Sector and Industry Risks

It is widely recognised that certain sectors and industries have higher Modern Slavery risks because of their characteristics, products and processes. For example, mining, textiles and fashion, electronics, cleaning, fishing and agriculture are recognised as high-risk industries globally. Perron Institute does not operate in any of these sectors or rely extensively on their products.

Product and Services Risks

It is also widely recognised that certain mining and other commodity products have high Modern Slavery risks because of the way they are produced, provided or used. Similarly, services that involve lower wages, manual labour, casual or seasonal workers with little to no qualifications may have high

Modern Slavery risks. Perron Institute does not produce or use any recognised high-risk commodities, and generally engages highly qualified individuals in our specialised operations.

Geographic Risks

Some countries may have higher risks of Modern Slavery, including due to poor governance, weak rule of law, conflict, migration flows and other socio-economic factors. Perron Institute operates solely in Australia, which is not considered a high-risk jurisdiction in terms of Modern Slavery.

Specific risk areas for Perron Institute

Staff

Perron Institute employs staff directly in Australia, lowering the risk of Modern Slavery within our workforce. Our workforce includes highly skilled and experienced medical doctors, scientists and professional services staff who provide operational support.

In terms of sector, our staff, students and domestic collaborators are subject to Australian legal and ethical obligations, including the *Fair Work Act 2009*, *NHMRC National Statement on Ethical Conduct in Human Research (National Statement)* and various codes of conduct and protocols, which apply to those engaged in research in association with Australian universities.

In terms of geographic, sector and industry risks, medical treatment (patient clinics) and medical research are both highly regulated by law and subject to strict professional standards, reporting guidelines, audit and/or peer review. Accordingly, the staff providing medical treatment to patients, or undertaking research (human or animal) or other laboratory work are highly skilled and pose a low Modern Slavery risk.

Professional Services

Perron Institute also procures professional services from a range of external consultants and experts, including lawyers, accountants, auditors, human resources consultants, IT, telecommunications and software providers and the like. Our professional service suppliers are a mix of multinationals with headquarters in countries with equivalent Modern Slavery, human rights and/ or labour laws and smaller reputable national or local suppliers subject to local laws.

Building Services

Building services (including utilities, security, cleaning, waste, maintenance) are provided by the North Metropolitan Health Service (**NMHS**) given that our offices are principally located within the QEII Medical Centre precinct; alternatively, building services are provided by Murdoch University as - project-specific offices are co-located with Murdoch University. The NMHS is a large WA state government entity, which is subject to strict regulations under local laws.

Research equipment and consumables (including PPE)

Given the nature of the research being undertaken by Perron Institute, the specialised laboratory and medical equipment and consumables (including PPE) used are high quality. Perron Institute has a procurement collaboration agreement with Telethon Kids Institute (**TKI**) which has recently implemented Modern Slavery software to oversee TKI's purchasing. Much of the purchasing by Perron Institute for its laboratories is done through this collaboration agreement. Such equipment and consumables have been screened by TKI for Modern Slavery risks. Suppliers of such specialised equipment and consumables are mainly multinationals with headquarters in countries with equivalent modern slavery, human rights and/or labour laws, or smaller reputable national or local suppliers subject to local laws. Furthermore, medical research is highly regulated, which imposes minimum

standards in relation to equipment and consumables. For all of the above reasons, the procurement of research equipment and consumables pose a low Modern Slavery risk.

Preliminary Conclusion

Most of Perron Institute's leading product suppliers and service providers are based in Australia (**Tier 1 supply chain**). Perron Institute has conducted a preliminary, high-level Modern Slavery risk assessment and considers that the supplier risks in our operations are remote for the reasons set out above.

OBJECTIVES AND ACTIONS

This Statement articulates the actions already in train or those which will be taken by Perron Institute to understand and investigate the risk of modern slavery in our operations and supply chain.

Initial Steps

Perron Institute has formed a working group to commence a review of modern slavery risks within our organisation and supply chain. The working group will initially have three objectives to:

1. assess the potential for Perron Institute to cause, contribute to, or be directly linked to modern slavery through our operations and supply chain;
2. develop a plan for meaningful actions to combat the issue as far as reasonably practicable; and
3. assess the risk in the Tier 1 supply chain.

The primary focus of the above actions will be to strengthen the understanding of Perron Institute's supply chain, the principal suppliers and high-volume or high-cost products involved. It will involve mapping the supply chain and procurement spending to identify major suppliers and record their Modern Slavery statements (where applicable).

The aim is that this will result in an improvement in due diligence associated with the maintenance or renewal of existing suppliers, and the engagement of new suppliers and their respective products and services.

When engaging with our key suppliers and service providers, including TKI, Perron Institute will endeavour to ensure, as far as practicable, that those suppliers and service providers adhere to similar standards of transparency and likewise demonstrate their commitment to eradicating Modern Slavery.

Future Actions

Once Perron Institute has developed a sound understanding based on the outcome of the initial review above, Modern Slavery working group will:

1. develop a plan to investigate risks beyond Tier 1 supply chain, as far as practicable;
2. undertake initiatives across the organisation to raise awareness of potential risks within our supply chain;
3. review and update relevant policies as required; and
4. conduct specialist staff training to raise awareness about Modern Slavery and its impact and considerations for those involved in procurement activities.

The Modern Slavery working group will continue to conduct Tier 1 supplier risk assessments to identify and evaluate and mitigate the risk of modern slavery within our operations and supply chain on an ongoing basis. It will meet regularly to drive improvement in response to modern slavery risks, including through monitoring and internal reporting.

TRAINING AND AWARENESS

Perron Institute will provide training to employees to raise awareness about Modern Slavery and its impact and considerations for those involved in procurement activities. The training will emphasize the importance of reporting any concerns related to modern slavery to management.

REPORTING MECHANISMS

The Perron Institute encourages the reporting of any concerns or suspicions regarding modern slavery through established reporting mechanisms and procedures, including via Perron Institute's Reporting Serious Misconduct (Whistleblower) Policy. That policy allows Workplace Participants and external persons to report concerns or suspicions of modern slavery within the Perron Institute or our supply chain. They may report anonymously if they wish.

COMMUNICATION

This Statement will be communicated internally and externally, as appropriate. The Perron Institute will strive to engage with Workplace Participants and external suppliers, service providers and other stakeholders to collectively combat modern slavery.

REVIEW

This Statement will be reviewed periodically to ensure its relevance and effectiveness. Any updates or changes will be communicated to all Workplace Participants.

CONCLUSION

By adopting this Modern Slavery Statement Perron Institute demonstrates its commitment to ethical practices, human rights, and the eradication of modern slavery.



Steve Arnott
Chief Executive Officer



Rob McKenzie
Board Chair