



Bb Bellberry Limited
supporting research and ethics

Reflect Reconciliation Action Plan

April 2026 - April 2027



Important Note for Readership

Aboriginal and Torres Strait Islander readers are advised that this document contains the image and name of a person who has died.

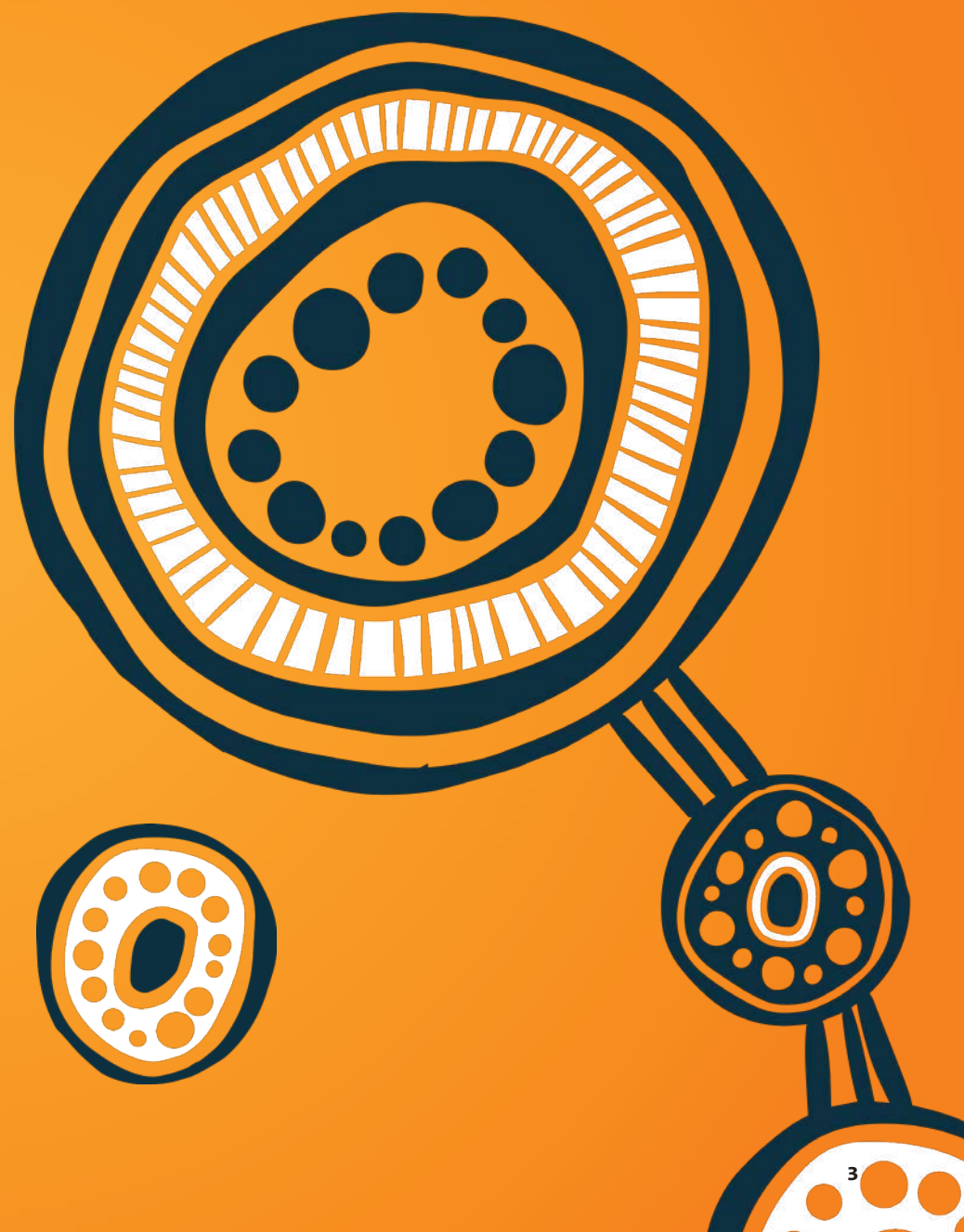
Acknowledgement of Country

Bellberry acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Owners of the land on which we meet, work, and learn, and we pay our respects to Elders past and present.

We commit to working in partnership with Aboriginal and Torres Strait Islander peoples to create a better nation and a better world where the traditional knowledge and cultures of Australia's First Peoples are highly valued and respected.

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Acknowledgement of Artist

BELLBERRY IS PROFOUNDLY SADDENED BY THE PASSING OF ELIZABETH CLOSE.

We express our heartfelt condolences to Elizabeth's family and friends.

We also thank the family for their permission to continue to use Elizabeth's image and artwork, to honour her life and creative legacy.

Elizabeth Yanyi Close was an Anangu woman from the Pitjantjatjara and Yankunytjatjara Language Groups, whose family links were to the communities of Pukatja and Amata in the APY Lands.

Elizabeth was born in Adelaide but grew up in outback SA, returning to Adelaide to complete her secondary schooling, and attend University to complete a Bachelor of Nursing and a Graduate Certificate in Emergency Nursing. Elizabeth worked as a Registered Nurse in the Emergency Department of a busy Adelaide Metropolitan Hospital for a decade, while using art as a means of processing the intergenerational trauma and its impact on her family.

In 2007, Elizabeth began to paint professionally and exhibit her work throughout Adelaide, and her practice organically grew as she balanced nursing, art and motherhood. By 2014 she had built up a full-time arts practice, and after the birth of their second child, Elizabeth and her husband decided to move home to the APY so that they could immerse their children in their culture and language.

Elizabeth reconnected with much of her grandmother's family and learned much more about her family, her Tjukurpa and her Country from her Tjamu. This growth as an Aboriginal woman was profoundly reflected in the evolution of her artwork. Elizabeth was based in Adelaide and had three Purungu Skin Anangu children; Isaiah Yungana, Emmeline Tjikatu and Bentji Nganantju; and a dingo with no tail.

Citation:

Ochre Dawn: Family Statement – Elizabeth Yanyi Close (Pitjantjatjara, Yankunytjatjara) – Ochre Dawn)

Protocols and permissions granted for public use by Elizabeth's family:

Elizabeth's family have shared that they are comfortable with and encourage the continued use of Elizabeth's name and images of her and her artwork as a way of honouring her life and creative legacy, especially for her children.



Elizabeth Yanyi Close



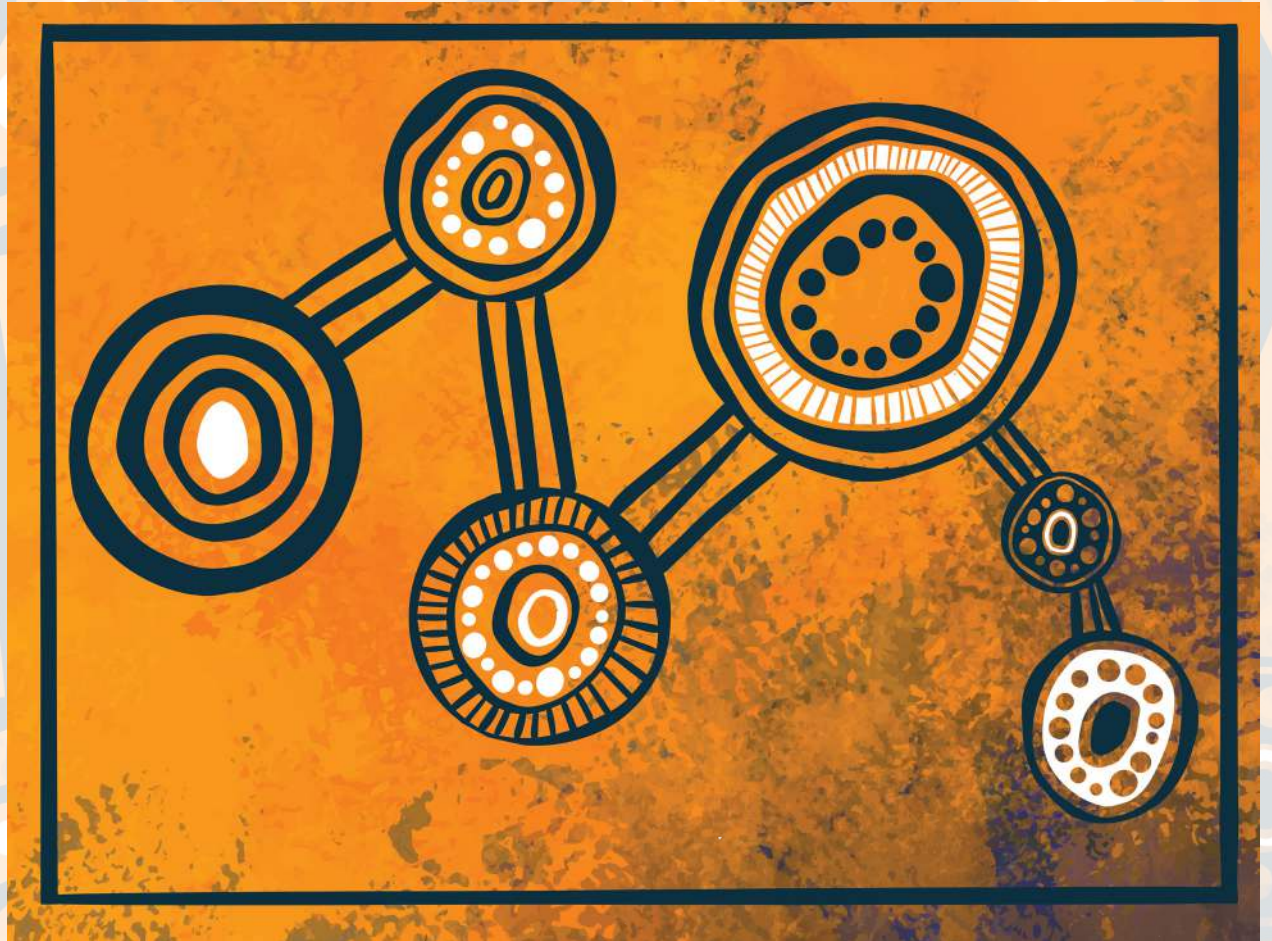
The Art

Artwork by Elizabeth Close
(Pitjantjatjara and Yankunytjatjara)

This Artwork uses a warm orange-yellow palette and a deep warm blue-grey which is informed not only by Bellberry's corporate colours, but by the elements of land and water. It features a series of circles along a journey line, which speak to the concept of Reconciliation as a journey.

These circles, with intricate detail such as dot work and line work, represent community, our shared histories and futures.

THE ARTWORK EMPHASISES THE GRAVITY OF WORKING IN THE MEDICAL ETHICS SPACE AND FOSTERING COMMUNITY CONNECTIONS. THEY EMPHASISE RESPECT, CULTURE, AND RECONCILIATION.



The Values Guiding Bellberry

BELLBERRY'S FOUR KEY GUIDING VALUES ARE:



Making a Difference

We support and improve the quality of human research in Australia.



Working Together with Integrity and Respect

Our community of members and staff work together with clients in a caring, collaborative and supportive way. We are warm and welcoming, actively listening, building connections, trust and understanding. We value diversity and different perspectives.



Professional and Responsive

We strive for quality and excellence. To be rigorous, transparent and to take responsibility for our actions. We do this by being knowledgeable, responsive, reliable, consistent yet adaptable.



Future Looking and Forward Thinking

We are independent, unbiased, innovative and courageous. We seek to influence change and continually drive improvement across the sector. We do this by being proactive, open to new ideas, asking challenging questions, pushing boundaries, and having a thirst for knowledge.

Acknowledgement of Aboriginal Consultancy

BELLBERRY ACKNOWLEDGES THAT RECONCILIATION IS A TEAM EFFORT AND TO ENSURE WE APPROACH IT WITH CARE, CONSIDERATION AND APPROPRIATE AND EFFECTIVE INITIATIVES.

THE CONSULTANCY UNDERTAKEN BY BELLBERRY ENSURED THAT THE VOICE, PERSPECTIVES AND KNOWLEDGE OF ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLES WERE MEANINGFULLY CONSIDERED AND INCLUDED IN THE DESIGN AND EXECUTION OF OUR REFLECT RAP.



Mr Michael Larkin is a Kokatha man, working presently as Senior Lecturer – Indigenous Health at the Adelaide University Medical School. Michael has over twenty years' experience in Aboriginal health and related fields across State Government health, tertiary education and research, and over ten years in the Aboriginal community-controlled health sector.

Michael previously held the position of Manager of Public Health and Primary Health Care Programs at the Aboriginal Health Council of South Australia, overseeing a number of state-wide programs and portfolios. Michael also has a strong interest in Aboriginal health research, currently balancing full time employment with part-time PhD studies in the area of chronic disease management, and he has, since 2019, been the Co-Chair of the South Australian Aboriginal Health Research Ethics Committee (SA AHREC).



Ms Nicole Gollan, Founder of Nik&Co. Consultancy, Nicole is a Ngarrindjeri woman born in Murray Bridge. Nicole is purpose driven, aiming to enable meaningful change in Aboriginal communities by recognising futures through Aboriginal knowledge.





AS CEO OF BELLBERRY LTD, I AM PROUD TO INTRODUCE OUR FIRST REFLECT RECONCILIATION ACTION PLAN — A FORMAL MILESTONE IN WHAT HAS ALREADY BEEN A MEANINGFUL JOURNEY GROUNDED IN THE PHILOSOPHY OF RECIPROCITY IN RECONCILIATION.

From the outset, Bellberry has been committed to improving the quality and integrity of human research and ensuring the wellbeing of participants. As Australia's leading provider of Human Research Ethics Committee (HREC) services, we recognise the unique responsibility we hold — and the opportunity we have — to help shape a more inclusive and culturally safe research environment.

Our reconciliation journey to date has been built on partnerships — particularly with Aboriginal HRECs and expert Aboriginal advisors. We are proud to share our knowledge, about HREC systems, infrastructure and operational expertise to help strengthen research governance. At the same time, we are deeply aware of how much we still have to learn: about cultures, about histories, and about the ethical responsibilities that come with working alongside Aboriginal and Torres Strait Islander peoples and communities. We are deeply appreciative of the generous partnership of the First Nations groups and experts we've been working with on these tasks.

This RAP formalises our commitment to learning with humility and acting with purpose. We are investing in cultural awareness and reconciliation education across our staff, HREC members and leadership. We are embedding reconciliation into our organisational strategy and operations. We are supporting philanthropic activities that can shine a spotlight on First Nations researchers. And we are continuing to listen — to the voices of communities, to the lived experience of First Nations peoples, and to the wisdom that comes from tens of thousands of years of connection to Country.

We will continue to mark important cultural events such as National Reconciliation Week and NAIDOC Week. But more importantly, we are committed to ensuring that reconciliation becomes part of how we think, how we lead, and how we do our work — every day.

I want to thank our Aboriginal advisors, our RAP Working Group, and the Kaurna people on whose land our office is based. Your generosity, knowledge and guidance have challenged and inspired us. This plan is just one step — but it is one we take with respect, openness, and a strong sense of shared purpose.

Kylie Sproston Chief Executive Officer
Bellberry Limited



Message from Reconciliation Australia CEO

RECONCILIATION AUSTRALIA WELCOMES BELLBERRY TO THE RECONCILIATION ACTION PLAN (RAP) PROGRAM WITH THE FORMAL ENDORSEMENT OF ITS INAUGURAL REFLECT RAP.

Bellberry joins a network of more than 3,000 corporate, government, and Not For Profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with over 5.5 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Bellberry to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Bellberry, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine Chief Executive Officer
Reconciliation Australia





Our Business

BELLBERRY IS AN AUSTRALIAN, INDEPENDENT, NOT-FOR-PROFIT ORGANISATION PROVIDING STREAMLINED SCIENTIFIC AND ETHICAL REVIEW OF HUMAN RESEARCH PROJECTS, WITH AIMS TO PROTECT THE WELFARE OF HUMAN RESEARCH PARTICIPANTS AND IMPROVE THE QUALITY, EFFICIENCY AND EFFECTIVENESS OF RESEARCH.

Founded 20 years ago, Bellberry initially focussed on providing specialist scientific and ethical review for research conducted in the private health sector. With growth in each year of operation, Bellberry is now the single largest reviewer of clinical research in Australia, providing specialist Human Research Ethics Committee (HREC) oversight to almost 40% of Australia's clinical trials registered annually under the Clinical Trials Notification (CTN) scheme.

Bellberry holds weekly HREC meetings and has reviewed over 11,000 studies since its beginnings in 2004. The organisation's research portfolio includes both clinical research and behavioural and social sciences projects spanning private, public, academic and government sectors.

Bellberry is the first organisation in Australia to achieve international accreditation for excellence and ethically sound processes in running HRECs by the Association for the Accreditation of Human Research Protection Programs (AAHRPP).

As a not-for-profit, Bellberry redistributes any surplus funds from its professional review service back into the research sector community to support the advancement of research knowledge through philanthropy and education.

As of March 2026, Bellberry has 61 members of staff and a broader community of around 188 HREC members; approx. 48% of these are based in South Australia, with the remainder distributed around the country. While the number of Aboriginal and/or Torres Strait Islander staff is currently not known, we will work within this RAP to determine culturally appropriate ways to understand this.

Bellberry, with the support of its Board of Non-Executive Directors, Executive and Leadership teams, is committed to reconciliation efforts implemented across the business and spanning our sphere of influence. Through our Reflect RAP Bellberry lays the foundation for increased work within research relating to Aboriginal and Torres Strait Islander peoples, together with cultural education of our staff and members, and plans for improved procurement from Aboriginal and Torres Strait Islander businesses, and importantly the growth of Aboriginal and Torres Strait Islander membership across our HRECs.





AS THE LEADING PROVIDER OF HUMAN RESEARCH ETHICS COMMITTEE (HREC) REVIEWS OF AUSTRALIAN HEALTH AND MEDICAL RESEARCH, BELLBERRY SEEKS TO USE OUR SPHERE OF INFLUENCE TO PROMOTE HIGH-QUALITY, CULTURALLY SAFE ABORIGINAL AND TORRES STRAIT ISLANDER HEALTH RESEARCH.

Our RAP has been developed with input from the Bellberry Board, staff, and external Aboriginal and Torres Strait Islander consultants.

Bellberry will be implementing its RAP first and foremost through establishing and building upon already existing partnerships with First Nations stakeholders and organisations.

RAP deliverables have been allocated to staff in relevant Bellberry portfolios, with Bellberry's Ethics Specialist as the overarching RAP champion.

RAP progress will also be included as an agenda item for Bellberry Board meetings for tracking and accountability.

A RAP Working Group with members including staff, Human Research Ethics Committee members and chairs has been established for RAP development.

Currently, the Bellberry RAP Working Group includes a staff member from Pitjantjatjara/Yankunytjatjara community, and through our growing relationships with AIATSIS and the Lowitja Institute, we expect to attract additional First Nations members.

Considering cultural and psychological safety we intend to have no less than two First Nations people as members of our RAP Working Group moving forward.

The founding and current RAP working group members are as follows:

Ms Kylie Sproston FTSE
Bellberry CEO, RAP Champion

Dr Lisa Eckstein
Bellberry Ethics Specialist

Ms Athena Seltsikas
Bellberry HR Business Partner

Ms Trina O'Donnell
Bellberry Director of Strategic Projects

Dr Tamara Gray
Bellberry Project Manager

Ms Jacinta Hand
Bellberry Senior Administration Officer

Ms Shona Swart (until April 2024)
HREC Officer

Dr Michael Roder
Bellberry Senior HREC Officer

Ms Cathy Stevens
Bellberry Member Manager

Ms Alison Young
Bellberry Early Phase Clinical Trial HREC Officer

Professor Annette Braunack-Mayer
HREC Chair

Professor Ben Canny
HREC Chair

Professor Andrew McLachlan AM
HREC Chair

Dr Casey Nottage
HREC Member

Professor Brendon Kearney AM AO
HREC Member

Ms Margaret Davy AM (until October 2024)
HREC Member

Ms Natalie Clark Reynolds
HREC Member

Ms Beth Tippet
HREC Member

Bellberry has excitedly developed a RAP in 2025/26. With rapid growth over the past 20 years, Bellberry has developed an enhanced organisational readiness to build upon the Bellberry Values: in particular, the values of Making a Difference and being Future Looking and Forward Thinking. Undertaking a RAP allows reconciliation to form part of the Bellberry ecosystem as it grows. For many at Bellberry, a defining moment in recognising the need and opportunities for a Bellberry RAP came with the proposed Aboriginal and Torres Strait Islander Voice to Parliament. The national discussions prompted by this proposal have highlighted the ongoing need for action when it comes to reconciliation, including the importance of reconciliation forming a foundation for how Bellberry undertakes its role of reviewing Australian research for ethical acceptability.



Our Partnerships



WE ARE PROUD OF THE RELATIONSHIP BUILDING AND CONSULTING ALREADY OCCURRING BETWEEN BELLBERRY AND ABORIGINAL AND TORRES STRAIT ISLANDER ORGANISATIONS WITHIN OUR SPHERE OF INFLUENCE.

We continue to build on these relationships and deeply value their knowledge and insights as Bellberry's Reconciliation Action Plan evolves.

These activities include;

- Relationship building with the NSW Aboriginal Health and Medical Research Council (AH&MRC), including provision of a training for AH&MRC members on the review of clinical trials and, reciprocally, AH&MRC cultural training for Bellberry staff
- Relationship building with Aboriginal Health Council of South Australia, including provision of meeting and administrative support
- Entered into an Memorandum of understanding (MOU) with AIATSIS in 2023. Working together for mutual benefit, the MOU will see parties:
 - Exchange knowledge on best practices for research ethics review
 - Share expertise and services on an in-kind or fee-for-service basis
 - Explore opportunities for collaboration on research projects and activities
 - Establish a formal referral pathway for research ethics review
- Relationship building with Australia's only Aboriginal and Torres Strait Islander community-controlled health research institute, the Lowitja Institute, including Bellberry's RAP Champion, Dr Lisa Eckstein, being a current member of the advisory group for development of a national Aboriginal HREC.

In 2023, Bellberry announced its sponsorship of the first Australian Academy of Health and Medical Sciences (AAHMS) Medal for Outstanding First Nations Researcher, to be provided annually for the next three years.

Since February 2024 Bellberry has been working with SA's AHREC to support their administration and regular meetings. We will continue to strengthen this relationship including their support developing Bellberry triage policies for research that may involve or affect Aboriginal and/or Torres Strait Islander peoples.

Recipient of 2024 AAHMS Medal for Outstanding First Nations Researcher — Professor James Ward





Action	Deliverable	Timeline	Responsibility
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	April 2026	Project Manager
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	July 2026	Ethics Specialist
	Research best practice and principles that support partnerships with other national Human Research Ethics Committees (HRECs), particularly those that specifically deal with research involving Aboriginal and Torres Strait Islander peoples.	July 2026	Ethics Specialist
	Review formal and informal agreements with Aboriginal and Torres Strait Islander organisations, including Memorandum of Understanding (MOU) agreements.	February 2027	Director, Strategic Projects
2. Provide regular opportunities to staff, HREC chairs and members to reflect on reconciliation and learn about the ethics of research involving Aboriginal and Torres Strait Islander peoples.	Provide workshops at Bellberry Member Education weekend events that share information about research relevant to Aboriginal and Torres Strait Islander peoples and communities.	August 2026	HR Business Partner & Member Manager
	Add a standing item related to the RAP in Bellberry All Staff meetings.	April, July, October, December 2026; February 2027	HR Business Partner
	Provide education and training on reconciliation and the ethics of research involving Aboriginal and Torres Strait Islander peoples and communities for HREC chairs and the Bellberry Leadership team.	December 2026	HR Business Partner & Member Manager
	Consider additional online member education sessions on reconciliation and the ethics of research involving Aboriginal and Torres Strait Islander peoples and communities.	February 2027	HR Business Partner & Member Manager

Action	Deliverable	Timeline	Responsibility
3. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our board members, staff, HREC chairs, and members.	May 2026	Project Manager
	RAP Working Group members to participate in an external NRW event.	27 May - 3 June, 2026	CEO
	Encourage and support staff, HREC chairs and members to participate in at least one external event to recognise and celebrate NRW.	27 May - 3 June, 2026	CEO
4. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff, HREC members, chairs, applicants, and external stakeholders.	May 2026	CEO
	Identify external stakeholders that our organisation can engage with on our reconciliation journey, including: • Aboriginal and Torres Strait Islander led health and medical research groups. • Providers of Aboriginal and Torres Strait Islander human research ethics committee services	May 2026	Project Manager
	Update Bellberry policies for HREC review of research involving Aboriginal and Torres Strait Islander peoples and communities.	February 2027	Director of Operations
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	October 2026	Ethics Specialist
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	February 2027	HR Business Partner
5. Promote positive race relations through anti-discrimination strategies.	Research and implement best practice and policies in areas of race relations and anti-discrimination	February 2027	HR Business Partner





Action	Deliverable	Timeline	Responsibility
6. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	September 2026	Project Manager
	Conduct a review of cultural learning needs within our organisation.	September 2026	HR Business Partner
	Offer cultural training to staff, HREC members and chairs.	December 2026	HR Business Partner & Member Manager
7. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	July 2026	CEO
	Increase staff, HREC chair and member understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	May 2026	HR Business Partner
	Implement Acknowledgement of Country on public-facing material such as websites, email signature blocks, and publications.	December 2026	Business Manager
	Identify Traditional Owners of each region in which Bellberry operates and create Acknowledgement of Country signage at all entry points.	July 2026	CEO
	Invite and support Traditional Owners to provide a Welcome to Country at significant events.	July 2026	CEO
	Provide an Acknowledgement of Country at all external and internal events and meetings in accordance with Bellberry governance.	April 2026	Communications Manager
8. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff, members and chairs about the meaning of NAIDOC Week.	June 2026	HR Business Partner
	Introduce our staff, HREC members and chairs to NAIDOC Week by promoting external local/national events.	June 2026	Ethics Specialist, Member Manager and Communications Manager
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2026	Business Manager and Project Manager



Action	Deliverable	Timeline	Responsibility
9. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation and as members of Bellberry committees.	February 2027	HR Business Partner
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	April 2026	HR Business Partner
10. Increase opportunities for Aboriginal and Torres Strait Islander researchers.	Investigate opportunities for philanthropic activities to support Aboriginal and Torres Strait Islander researchers and activities to promote the efficiency, effectiveness, and quality of research involving Aboriginal and Torres Strait Islander peoples and communities.	July 2026	Ethics Specialist
	Investigate opportunities to support reconciliation through our organisation's research and oversight activities.	November 2026	Director, Research & Policy and Business Manager
11. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	September 2026	Business Manager
	Investigate Supply Nation membership and investigate alternative state-based business registers.	July 2026	Business Manager



Governance



Action	Deliverable	Timeline	Responsibility
12. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation, including Aboriginal and Torres Strait Islander health and medical researchers, staff, and HREC members and chairs.	June 2026	Project Manager
	Review, update as required, and continue to apply the Terms of Reference for the RWG.	August 2026	Project Manager
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	May 2026	Project Manager
13. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	April 2026 & 2027	Ethics Specialist and Project Manager
	Engage senior leaders in the delivery of RAP commitments.	April 2026 & 2027	CEO
	Include monitoring of the RAP in Bellberry Board papers	May, July, September, December 2026	CEO
	Maintain a senior leader to champion our RAP internally.	May 2026	Ethics Specialist
	Define appropriate systems and capability to track, measure and report on RAP commitments.	July 2026	Project Manager
14. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June annually	Project Manager
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey.	1 August annually	Project Manager
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	30 September, annually	Project Manager
15. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	January 2027	Project Manager







Contact

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Ethics Specialist

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