



INFECTIOUS DISEASES RESEARCH COLLABORATION CORPORATE SOCIAL RESPONSIBILITY

Prepared by:

DocuSigned by:

Susan Mugumya

307BB5200E734D4...

Senior Grants Manager

Reviewed by:

DocuSigned by:

Catherine Tugainya

BE559F10FA110454

Director, Finance and Administration

Approved on behalf of the board by:

DocuSigned by:

Moses Kamya

91A506D5E6D743A...

Executive Director

Date:

July 1, 2022

1. Policy overview

Infectious Diseases Research collaboration acknowledge that running our research activities influences society. In particular, we have a responsibility to our funders, clients/ research participants and our employees as well as the broader community in which we operate. We are committed to taking responsibility for our actions and encourage a positive contribution towards improving standards for our clients and employees, minimising our impact on the environment and improving the quality of the local community. By putting corporate social responsibility (CSR) into practice, we are committed, wherever possible, to:

- Conducting ourselves responsibly and in an ethical manner
- Creating a positive and supportive working environment
- Supporting local communities
- Providing regular up-to-dates, on our projects to our funders and other key stakeholders including the Board of Directors
- Minimising the impact of our activities on our environment.

2.0 Responsibility and review

The Senior Management Team (SMT) led by the Executive Director has overall responsibility for our CSR strategy and for implementing this policy. The SMT has a key role in ensuring the systems and controls we have in place are effective.

All members of staff have a role to play in complying with our CSR objectives and are encouraged to make further suggestions in relation to initiatives we could undertake.

IDRC is fully committed to the highest possible standards of openness, honesty and accountability. In line with that commitment, in accordance with our Whistleblowing Policy, we actively encourage all staff members who have serious concerns about any real or perceived departure from the high ethical standard that we set to voice those concerns openly. Our Whistleblowing Policy can be found in our People and Culture Manual.

3.0 Our CSR principles

Our conduct

We aim to adopt the highest professional standards and not to act in such a way as to compromise our institutional integrity. We actively promote respect between our staff members in their dealings with each other and with clients and other third parties.

Our working environment

We recognize that our staff are our most important resource. We actively seek to offer our staff a positive and healthy working environment and ensure that they have rewarding careers and job satisfaction.

We maintain a People and Culture manual, which sets out the rights and expectations of all members of staff. We seek to ensure that all staff have access to the training they need both for their own development and to enable them to deliver high quality research and services.

We consider all staff members to be equal and we aim to create a working environment which is free of unlawful discrimination as outlined in our People and Culture manual.

Our community

In considering our impact on the community we have resolved to sponsor or otherwise support local conferences/meetings which contribute to the welfare of the community. Such meetings/conferences include the following:

- Malaria conferences
- Research to policy meetings
- Scientist conferences
- Capacity building for young scientists
- Scientific student activities

IDRC will encourage its employees to volunteer at the health facilities where the organization conducts research to encourage dialogue with local communities and groups for mutual benefit.

Our clients/research participants

We are committed to delivering a high level of service to all our clients. Wherever possible, we take steps to protect our research participant by conducting our research with the highest ethical standards. We will ensure that all our research protocols are approved by the relevant review boards and avoid protocol violations. IDRC does not discriminate and enrolls all eligible participants based on the criteria set out in the protocol.

Our funders

We are committed to conducting our research activities as agreed in the agreements/contracts signed with our funders. We will regularly provide an up-to-date, accurate and full information on the progress of our projects. IDRC is committed to observing the terms and conditions of the award.

Environment

We are committed to behaving responsibly and to minimizing our impact on the environment. We aim to minimize our impact on the environment by:

- Disposing off garbage and any expired supplies in a responsible way
- Providing safe and comfortable working conditions
- Following best practices when using chemical substances

4. Policy amendment

We are committed to ensuring our policy remains effective. As part of our ongoing commitment, this policy is reviewed at least annually to verify its effective operation. Any necessary amendments are made to the policy, as appropriate.