

UN Global Compact – Communication on Progress

STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE (CE)

I am pleased to confirm that Malaria Consortium reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. Here we describe our actions to integrate the Global Compact and its principles into our business strategy, culture and daily operations. We are also committed to share this information with our stakeholders using our primary channels of communication

Yours sincerely,



James Tibenderana

Chief Executive, Malaria Consortium

23th May 2023





Human Rights Principles

Assessment, Policy and Goals

Malaria Consortium's goal is to influence that our employees, suppliers and partners respect the Universal Declaration of Human rights. Based on our commitment we have implemented a number of policies including

- Code of Conduct
- Combating Trafficking in Persons: Compliance Plan
- Equal Opportunities Policy
- Modern Slavery Statement
- Protection from Sexual Exploitation and Abuse Policy
- Safeguarding Policy
- Whistleblowing Policy

The policies are communicated to staff through training, where applicable referenced in contracts with suppliers and partners, and published on Malaria Consortium's website.

Implementation

Malaria Consortium has taken the following non exhaustive list of measures to prevent human rights violations in its work locations

- Staff are trained on the policies mentioned above at induction, and retrained during their employment
- Policies noted above are translated into the languages in which Malaria Consortium operates to ensure they are accessible
- Partner organisations contracted by Malaria Consortium are contractually obliged to follow our Code of Conduct
- A whistleblowing system has been put in place to allow internal and external stakeholders to report concerns
- An investigation function is maintained by Malaria Consortium to impartially review all complaints raised and provide feedback as required
- Suppliers and Partner organisations are vetted against international sanctions lists prior to engagement

Measurement of outcomes

- Seven internal audits took place in the prior 12 months conducted by the Malaria Consortium internal audit team in the year to 28th February 2023
- Two incidents relating to human rights concerns were reported through the whistleblowing mechanisms. Both of these incidents were investigated and subsequent action was taken in relation to each report.

Labour Principles

Assessment, Policy and Goals

Malaria Consortium's goal is to ensure staff employed directly or indirectly are treated in accordance with applicable laws and regulations that apply to them around the world. Employee handbooks are maintained in countries that Malaria Consortium has a presence, and these are regularly reviewed to ensure they remain in line with legal requirements.

Implementation

Malaria Consortium has taken the following measures to implement labour policies, reduce labour risks and respond to labour violations in its work locations

- Regular staff meetings are held across the organisation, giving opportunity for all staff to have access to management
- On employment staff are trained on applicable labour policies, and receive refresher training throughout their employment
- Partner and supplier organisations engaged by Malaria Consortium are verified to confirm that they are legal entities in their countries of operation and are registered with the required regulatory bodies
- Partner and supplier organisations are vetted against international sanctions lists prior to engagement
- A whistleblowing system has been put in place to allow internal and external stakeholders to report concerns
- An investigation function is maintained by Malaria Consortium to impartially review all complaints raised and provide feedback as required
- Surveys are conducted on a regular basis allowing staff to give anonymised feedback on a range of issues.

Measurement of outcomes

- An employee satisfaction survey conducted in 2022 found that 87% of Malaria Consortium employees would recommend Malaria Consortium as a good place to work to others. The survey captured responses from 91% of total staff
- Four salary benchmarking exercises took place in the year ended 31st March 2023 to support fair pay provision to staff
- Three alleged issues relating to labour principles were reported through the whistleblowing mechanisms in the year to 31st March 2023, of which all were investigated and all of which led to further action being taken.



Environmental Principles

Assessment, Policy and Goals

Malaria Consortium recognises the importance of becoming environmentally sustainable and is committed to achieving net zero emissions by 2050 as evidenced in the organisations Carbon Reduction Plan.

Implementation

Malaria Consortium has taken the following actions to reduce environmental impact of our activities

- A Carbon Reduction Plan has been produced covering UK operations, designed to achieve net zero by 2050
- A hybrid working policy was formalised in 2023, reducing emissions related to commuting.
- Malaria Consortium's UK office is based in an environmentally sustainable building, limiting our environmental impact.

Measurement of outcomes

- Due to increased homeworking modalities adopted, UK office generated emissions have fallen by 32% since 2020.
- No reports were raised through whistleblowing mechanisms in relation to environmental concerns in the period.



Anti-Corruption Principles

Assessment, Policy and Goals

It is Malaria Consortium's policy to conduct all of its business and operations in an honest and ethical manner and to maintain an untainted reputation with its donors, partners, beneficiaries and vendors.

We take a zero-tolerance approach to fraud and corruption and are committed to acting professionally, fairly and with integrity in all our business, operations and relationships wherever we operate and implementing and enforcing effective systems to counter fraud and corruption.

Malaria Consortium will uphold all laws relevant to countering fraud and corruption. However, we remain bound by UK laws, including the Fraud Act 2006, in respect of our conduct both in the UK and overseas.

Malaria Consortium is committed to investigate any and all suspected acts of fraud, misappropriation or other similar irregularity. We consider that detecting fraud and corruption is everyone's responsibility and if any incident or potential incident is discovered, Staff are expected report it immediately, as required by Malaria Consortium's Whistleblowing policy.

All Malaria Consortium staff and trustees are expected to maintain integrity in all actions and must avoid circumstances that compromise their decisions or actions.

Policies maintained by Malaria Consortium regarding Anti-Corruption include

- Anti-Bribery Policy
- Anti-Fraud and Anti-Corruption Policy
- Anti-Money Laundering and Terrorist Financing Policy
- Code of Conduct
- Combating Trafficking in Persons: Compliance Plan
- Equal Opportunities Policy
- Modern Slavery Statement
- Safeguarding Policy
- Whistleblowing Policy

Implementation

Malaria Consortium has taken the following actions to minimise the likelihood and impact of corruption occurring in the organisation

- Staff are trained on the policies mentioned above at induction, and retrained during their employment
- Policies noted above are translated into the languages in which Malaria Consortium operates to ensure they are accessible
- A strong finance function is maintained to ensure oversight of all financial transactions
- A dedicated internal audit function is maintained that reports directly to the Board of Trustees
- Partner organisations contracted by Malaria Consortium are contractually obliged to follow our Code of Conduct, as well as our Anti-Corruption principles
- A whistleblowing system is maintained to allow internal and external stakeholders to report concerns. This was augmented in 2023 with the addition of a new external whistleblowing reporting service provider



- An investigation function is maintained by Malaria Consortium to impartially review all complaints raised and provide feedback as required

Measurement of outcomes

- Six cases of alleged corruption were reported through whistleblowing mechanisms in the twelve months to 31st March 2023. Of these, five were noted as requiring full investigation, and three of these investigations resulted in further action.