

EVI Policies

Whistle-blower Policy

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1 Abbreviations

EVI	European Vaccine Initiative
GDPR	General Data Protection Regulation
HR	Human Resources

2 Policy statement

The purpose of this policy is to ensure that EVI has in place a whistleblowing system both for the reporting of wrongdoings related to EVI and the handling of resulting whistleblowing cases. This policy applies to all staff, whether on a permanent or fixed-term contract, and also to other individuals engaged on a temporary basis, whether full-time or part-time. This policy also applies to partners of EVI.

3 Definitions

Whistleblowing: Whistleblowing is the disclosure of illegal activities or other forms of wrongdoing in the workplace (which includes work locations of EVI staff and partners of EVI) through effective reporting channels.

4 Procedure

EVI prioritizes the prevention of misconduct, fraud and corruption and promotes a culture of openness and transparency. EVI employees are expected to always act with integrity. EVI further prioritizes that all research and development activities funded are conducted according to the highest standards of integrity, clarity, and good management.

EVI-funded researchers and institutions must adhere to the highest ethical standards, Integrity, comply with applicable laws and regulations and local research ethics and governance frameworks. If an EVI employee or any other individual knows of or suspects any danger or wrongdoing at work that they reasonably believe will have an impact on others or to EVI itself, they are encouraged to promptly report it so that action can be taken.

All EVI employees should be able to raise their concerns about wrongdoings with their immediate superiors.

EVI employees as well as non-employees of EVI can raise their concerns about wrongdoings to the HR Director, The Director of Vaccine Development or Executive Director. Employees are also able to raise their concerns through any of these channels if they feel their original concern has not been properly addressed.

EVI always regards an allegation made by a whistle-blower in good faith to be an act of loyalty that contributes to safeguarding the material and ethical values as well as the reputation of the organisation. EVI will do its utmost to protect the whistle-blower from any form of retaliation.

EVI will ensure that this policy is communicated and understood by its employees and associated personnel. The HR Director shall ensure that whistle-blowers are protected and are not subject to retaliation or reprisals.

5 Anonymous whistleblowing

A whistle-blower may fully respectfully remain anonymous regardless of the channel they use to make their report. A whistle-blower will thus be protected by the same rules as under GDPR and regulations on privacy.