



COMMITMENTS, VALUES AND WAYS OF WORKING

Global Health 50/50 (GH5050) seeks to uphold the following values, ethics and commitments in its conduct, as set out below.

These guidelines are expected to allow any individual who is part of the Global Health 50/50 Collective (including volunteers, staff, consultants and Co-Directors) to understand the principles on which GH5050 operates, the norms of conduct we expect from each and every member of GH5050, and the values which guide the organisation and its members.

The guidelines are also intended to guide you on how to report concerns or issues with the conduct of Global Health 50/50, in particular if you feel that Global Health 50/50 is failing to meet the values, ethics and commitments it seeks to uphold as an organisation and through its programmatic work.

OUR VALUES

- Equity, fairness and justice
- Inclusiveness and diversity
- Transparency and accountability
- Excellence driven by rigorous research, evidence and peer-review
- Equitable decision-making
- 'Glocal' collaboration and partnerships for lasting impact for those who need it most, everywhere
- Solidarity, capacity strengthening and knowledge sharing
- Independence and courage to speak truth to power

GH5050's mission and work are rights-based and grounded in our commitment to the Universal Declaration of Human Rights and the associated Treaties and Covenants as well as the attainment of the Sustainable Development Goals.

OUR COMMITMENT

- We will strive to ensure gender equality in global health and do so in partnership with others who share our vision.



- We undertake to be open, honest and accountable in our relationships with everyone we work with, and with each other and seek, through dialogue, to advance gender equality.
- We will be democratic, politically non-partisan and non-sectarian in our work.
- The positions we take will be based on sound, objective and professional analysis and rigorous research.
- We will only accept funding that does not compromise our ability to address issues freely, thoroughly, independently and objectively, and will not accept money from the tobacco industry either directly or indirectly
- We will provide accurate and timely reports of our activities to our stakeholders.

OUR WORKPLACE VALUES AND POLICIES

- We strive for diverse representation on our Collective and Advisory Council and balance in terms of expertise, gender and geography.
- We strive to ensure opportunities for our collective members to grow professionally, to ensure that they do not face discrimination in their engagement with the collective and, subject to the terms of their contracts, to enjoy freedom of association and the effective recognition of the right to collective bargaining, to flexible working arrangements, a dignified workplace free of abuse of power and with zero tolerance for any form of harassment, bullying or discrimination.
- Staff and governed by our employment policies and expected to follow these at all times

If you would like to raise a concern regarding the conduct of Global Health 50/50, we offer multiple routes of reporting issues, concerns or complaints below.

REPORTING A CONCERN

This policy sets out multiple channels for reporting concerns, issues or complaints including, but not exclusively, in relation to:

- A concern with GH5050's stance in relation to a particular issue
- A concern with how the priorities of GH5050 are being set
- A concern with how the organisation is operating - e.g. failing to speak truth to power, failing to work collaboratively with partners, failing to ensure decisions are made in an equitable way
- A concern with funding sources

Reports can be raised both verbally or in writing, depending on what you feel most comfortable with. Reports can also be made anonymously.



If you would like to raise a complaint, this can be done verbally or via email. If you would like to speak verbally, please email either focal point below to arrange a conversation.

Concerns can be reported to the following focal points:

1. Samina Yaqub (samina.yaqub@globalhealth5050.org)
2. Sonja Tanaka (sonja.tanaka@globalhealth5050.org)
3. Sarah Hawkes (sarah.hawkes@globalhealth5050.org)

Once a concern has been raised, this will be discussed with the focal point and the individual who raised the concern. If the individual raising the concern wishes, the report will be discussed with the Senior Leadership team. The individual raising the concern will be invited to join this discussion, but is under no obligation to do so. This is intended to provide a guaranteed space for discussion of any issues or concerns raised.

GH5050 guarantees confidentiality to the person reporting, and anonymity as requested or required. Complaints will only be escalated to the wider members of the Core Team with consent of the individual. If they wish to remain anonymous beyond the focal point they have raised the concern with, they may. The focal point is still able to raise the concern with the broader team and feed back key points from the discussion to the reporting individual.

If the individual raising the concern feels that this concern has been resolved, no further action will be taken. If, following the discussions, it has been decided that any further action will be taken based on the report, the core team will respond with a written set of actions and key findings based on the discussion.

If the individual wishes to do so, a broader discussion with the Collective to discuss this concern can be initiated.

If you wish to raise a complaint anonymously:

Anonymous reporting via google form. This can be found [here](#). If you are reporting anonymously, please ensure you provide as much detail as possible to ensure the complaint can be investigated as thoroughly as possible.

Once a concern has been raised, the anonymous report will be discussed with the Core Team of Global Health 50/50. If, following the discussions, it has been decided that any further action will be taken based on the report, the core team will provide a written set of actions and key outcomes based on the discussion. These will be made available to the Collective.