

Diversity, Equity and Inclusion at MMV

Principles, Policies and Practices at MMV

MMV's Commitment to Diversity, Equity and Inclusion

MMV values diversity in its organization, recognizing that diversity and inclusion are not only an essential component of equality, but also enhance team and organizational performance.

Therefore, MMV is committed to:

- maintaining a diverse employee base across all operational and managerial levels, including its executive leadership team and its Board, where gender parity is actively sought;
- ensuring equity in its human resource management practices including recruitment, remuneration, talent development and promotion;
- enforcing policies of non-tolerance towards discrimination and other forms of social misconduct in the workplace;
- appropriately reflecting diversity in its programmatic activities and adopting gender-transformative approaches.

Gender equality

Definition of Gender at MMV

MMV is committed to gender equity. It also recognizes that certain definitions of gender are dynamic and change with time and social context. In order to ensure uniform understanding amongst its employees of what is meant by the term “gender” in its policies, MMV has adopted a United Nations-derived definition, where “**gender** refers to the socially constructed characteristics of women and men – such as norms, roles and relationships of and between groups of women and men. It varies from society to society and can be changed” (<https://www.who.int/gender-equity-rights/understanding/gender-definition/en/>).

Gender Balance

MMV aims to achieve gender balance, whereby the ratio of one self-identified gender versus another should not exceed 0.6 at any level in the organization.

MMV is also committed to a Board that is gender balanced and has broad geographical representation. Again, the gender balance is deemed to be within the acceptable range if there is no more than 60% of any one gender. For the first time in its history there is, at the end of 2021, exact parity on the MMV's Board of Directors.

MMV North America's Board is 40% female and has a female Chair.

At each Board membership rotation, the Nominations Committee and Head of Governance, having set measurable objectives for the implementation of the Board's diversity policy,

POL-18 – version 2
Effective 1-Dec-2021

including gender and geographical diversity, monitors progress towards the achievement of these objectives.

Equity in Salaries and Promotion

MMV undertakes an annual gender pay-gap analysis. The methodology used is a regression analysis of pay for women vs. men pay, adjusting for the following factors:

- Age
- Tenure
- Seniority
- Functional grade
- Performance
- Education

MMV determines that the gender pay gap should not exceed +/-5%.

Policies that Support Diversity, Equity and Inclusion

MMV believes in a culture that is entrepreneurial, professional, performance-driven, and highly ethical. MMV believes in fostering a work environment that rewards collaboration, values diversity of backgrounds, personal characteristics and opinions and motivates staff members to deliver consistently high performance, have the courage to question conventional wisdom, and embody the principles of MMV's Code of Conduct in their decisions and actions.

MMV recognizes the positive impact that flexible working conditions have on diversity, equity and inclusion, and has established policies to reinforce this:

- Vacation entitlements are uniform across MMV and are not tenure-based;
- MMV allows part time employment and teleworking;
- MMV supplies employees with laptop computers and mobile telephones to facilitate home-office and work while on travel assignments;
- MMV also provides a quiet / nursing room in its office space and gender-neutral toilet and shower facilities.

MMV recognizes that the selective application of maternity and paternity leave can undermine its principle of gender equality. MMV therefore allows for up to 16 weeks of parental leave for any employee, following the birth or adoption of a child.

Employees are entitled to receive family allowances per the Swiss legislation. In addition to the state-provided family allowances, employees with children below the age of 4 are granted a monthly allowance of CHF 200 per child. Childcare allowances are not reduced for part-time employees.

MMV also pursues diversity, equity and inclusion by articulating what behaviors will not be tolerated, making available channels for reporting of non-compliance and committing to investigate and feed-back to employees who report transgressions, as outlined in MMV's Code of Conduct. Specifically:

POL-18 – version 2
Effective 1-Dec-2021

- MMV will not tolerate discrimination on the basis of personal characteristics such as race, color, nationality or ethnic origin, gender, marital status, sexual orientation, disability, age, political or religious beliefs.
- MMV has a zero-tolerance policy towards sexual exploitation and abuse, defined as acts of sexual violence, sexual assault, rape, sexual activity with a minor, transactional sex and solicitation of transactional sex (these terms are further defined in the [UN Glossary](#)).
- MMV will not tolerate any form of intimidating or threatening behavior such as harassment, or bullying, or any other form of inappropriate behavior.
- MMV requires that its contracted service providers and partners agree to adhere to these ethical standards.

Well established channels for reporting non-compliance and for seeking advice are available to staff members:

- Line managers
- MMV's General Counsel
- MMV's Head of Human Resources
- External help line
- Dedicated email address that allows MMV Staff Members to report a compliance concern anonymously

MMV's commitments upon being informed of a compliance concern are to:

- Investigate in a professional, systematic and analytical way, ensuring a conflict-free, neutral forum for reports to be resolved
- As much as possible, keep the identities of those who raise concerns, and those who may be implicated in any such report, confidential
- Take appropriate action
- Report back to the person(s) who raised a concern

MMV will not tolerate any retaliation against staff members who raise compliance concerns in good faith.

Links to relevant MMV policies

[Code of conduct](#)

[Equity policy](#)

[Child protection policy](#)

Diversity, Equity and inclusion in MMV's Programmatic Work

In addition to its organizational principles, policies and practices, MMV's commitment to diversity, equity and inclusion are reflected in its programmatic strategy aimed at reducing the burden of malaria in disease-endemic countries by discovering, developing and facilitating delivery of new, effective and affordable antimalarial drugs.

The 2020 World Malaria Report highlights how children and pregnant women are particularly vulnerable to the effects of malaria:

POL-18 – version 2
Effective 1-Dec-2021

- Around 483,000 children < 5 years died (77% of all malaria deaths).
- Malaria also exacts a significant toll on women, particularly pregnant women.
 - Maternal anaemia puts a woman at increased risk of death, before and after delivery.
 - In 2020 around 11.6 million pregnancies were exposed to malaria in Africa, resulting in around 819,000 low birthweight deliveries. Low birth weight deliveries are associated with impaired physical and cognitive development of the child.
 - Women are often impacted by societal norms whereby they assume the burden for caring for family members suffering from malaria.
 - Only 32% of women are receiving the WHO-recommended 3 doses of intermittent preventive treatment for malaria during their pregnancy.
- To minimize potential risk to the pregnant woman and developing foetus, drug development programs systematically exclude pregnant women. While well-intentioned, this strategy leads to a lack of data to guide the use of medicines in pregnant women and women of unknown pregnancy status, thereby limiting access to critically needed interventions.

MMV is addressing the needs of these vulnerable populations and becoming a gender-transformative organization by:

1. Prioritising the development of paediatric formulations of its partnership medicines;
2. Including women and children in all its large scale confirmatory clinical studies to ensure that once registered, the drugs can be used in these populations;
3. Pursuing its [MiMBa \(Malaria in Mothers and Babies\) strategy](#), which includes:
 - a. Initiatives to secure drug supplies for children and pregnant women;
 - b. Generating data on existing compounds to inform further on their use in pregnant women and in all trimesters of pregnancy;
 - c. Developing new anti-malaria medicines to address the needs of pregnant women;
 - d. Strengthening the capture of safety data from routine clinical use of anti-malaria medicines during pregnancy;
 - e. Advocating for changes in drug development that promote the safe inclusion of pregnant women into clinical studies, with the aim of generating data to support earlier access to innovative medicines for this population;
4. Disclosing demographic characteristics (e.g., sex, age) of participants in MMV-funded clinical trials on clinicaltrials.gov and publications and presenting results, where relevant, by demographic sub-groups or co-variates;
5. Sensitizing Pharma partners to the need to have malaria drugs developed for these vulnerable populations

POL-18 – version 2
Effective 1-Dec-2021



MALARIA IN MOTHERS AND BABIES

AN MMV INITIATIVE

For additional information on MMV's MiMBA strategy [please visit the dedicated webpage](#).