

MMV CODE OF ETHICS

1. Purpose

MMV was established as a not-for-profit foundation in Switzerland in 1999. MMV's vision is a world in which innovative medicines will cure and protect the vulnerable and under-served populations at risk of malaria, and help to ultimately eradicate this terrible disease. MMV's mission is to reduce the burden of malaria in disease-endemic countries by discovering, developing and facilitating delivery of new, effective and affordable antimalarial drugs.

This MMV Code of Ethics seeks to safeguard high standards of behavior and maintain independence and effectiveness in the pursuit and achievement by MMV of its mission.

2. Definitions

- a. ELT Shall mean MMV's Executive Leadership Team formed by MMV's Chief Executive Officer.
- b. Staff Member Shall mean a person working under an employment contract with MMV.

3. Principles of Conduct

MMV follows and applies the following values and standards in all of its activities:

- Respect
- Integrity
- Transparency
- Excellence

3.1 Respect

- 3.1.1 MMV will provide equal opportunities for all Staff Members, and create a work environment which values respect for others, in accordance with the MMV Equity Policy.
- 3.1.2 MMV requires all Staff Members to comply with all applicable laws and regulations, internationally accepted norms and locally relevant cultural values.
- 3.1.3 MMV has a zero-tolerance policy towards sexual exploitation and abuse, defined as acts of sexual violence, sexual assault, rape, sex/sexual activity with a minor, transactional sex and solicitation of transactional sex (see the [UN Glossary](#) for the definition of these terms). In addition, MMV ensures that its contracted service providers and its partners agree to adhere to these ethical standards.

3.2 Integrity

- 3.2.1 MMV requires all Staff Members to conduct their operations with honesty and integrity.
- 3.2.2 Each Staff Member is expected to act in good faith (without malice or consideration of personal benefit) and to disclose any potential conflict of interest that it may be exposed to, in accordance with the MMV Conflict of Interest and Financial Disclosure Policy.

3.3 Transparency and Accountability

- 3.3.1 MMV creates a work environment based on values of transparency and fairness.
- 3.3.2 All MMV dealings with its Staff Members, donors and beneficiaries shall reflect an attitude of openness and transparency.
- 3.3.3 MMV holds itself accountable to those (whether donors or research partners) from whom it accepts resources (whether financial or in kind). MMV ensures appropriate reporting and monitoring of all of its activities.
- 3.3.4 MMV recognizes that it has a duty to help address the current and future needs of malaria patients in malaria endemic countries by discovering, developing and facilitating delivery of new, effective and affordable antimalarial medicines.

3.4 Excellence

- 3.4.1 MMV will develop a culture that is entrepreneurial, professional, performance driven and ethical.
- 3.4.2 MMV will foster a work environment which rewards collaboration, teamwork, excellence and personal development.
- 3.4.3 Medicines in MMV's portfolio are intended for inclusion in WHO guidelines and for prequalification by WHO, as well as for approval by stringent regulatory authorities. MMV respects the highest quality standards in all of its activities.

4. Obligation on Reporting and Follow-up

Each Staff Member is expected to disclose any event that may adversely affect the vulnerable populations MMV aims to serve, MMV's stakeholders, MMV's Staff Members and MMV as a whole (such as fraud, violation of the laws and regulations, unethical behavior or practices, negligence of duty and endangerment to public health or safety) in accordance with the MMV Fraud Detection, Prevention and Whistleblower Policy and the MMV Anti-Corruption Policy. All transgressions, or suspected transgressions, will be acted upon promptly.

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5. Policy Review

The Code of Ethics will be maintained by MMV's Quality Manager, subject to regular review by the ELT and approval by MMV's Chief Executive Officer and General Counsel.

6. Communication

This MMV Code of Ethics is available on MMV's intranet and on MMV's website.