

# Diversity, Inclusion and Equity at MMV

## Principles, Policies and Practices

5 GENDER  
EQUALITY



## MMV's Commitment to Diversity, Inclusion and Equality

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;
- 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.

## 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”<sup>1</sup>.

## Policies that Support Diversity, Inclusion and Equity

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 opinion 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 and inclusion, particularly with regards to gender equity, and has established policies to reinforce this:

- Vacation entitlements are uniform across MMV and are not tenure-based;
- MMV allows up to one day a week to be worked from outside of the office (home office), and also allows for part-time employment;
- MMV supplies employees with laptop computers and mobile telephones to facilitate home-office and work while on travel assignments;
- MMV also provides a nursing room in its office space and gender-neutral toilet and shower facilities.

<sup>1</sup> <https://www.who.int/gender-equity-rights/understanding/gender-definition/en/>

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 as 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, inclusion and equity by articulating what behaviours will not be tolerated, making available channels for reporting of non-compliance and committing to investigate and feed-back to employees who report transgressions. Specifically:

- 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 threatening behaviour such as harassment, or bullying, or any other form of inappropriate conduct.

- 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 via:

- the line managers
- the General Counsel
- the Head of Human Resources
- the external help-line
- a 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](#)

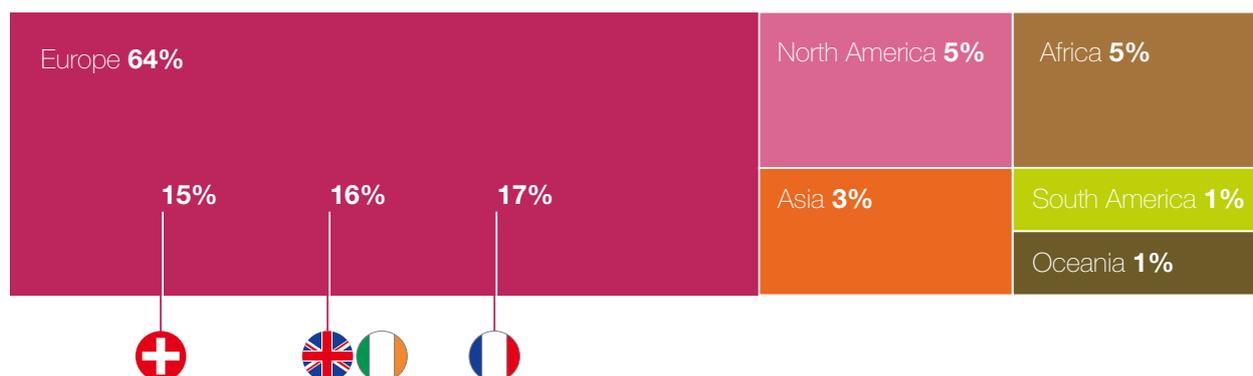
## Disaggregated Human Resources Data for MMV

MMV disaggregates key metrics for equality and reports these to its Board of Directors on an annual basis. Data for 2018 were as follows:

### Geographic and language diversity

31 nationalities and 24 languages spoken

Fig 1. Geographic diversity through 31 nationalities and 24 languages

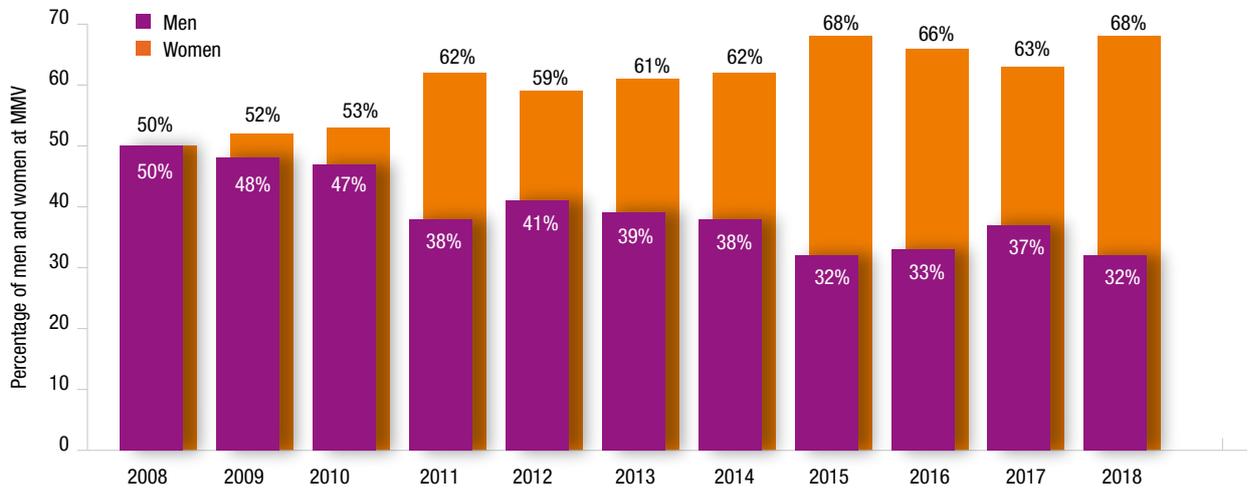


### Gender balance

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

employee base is biased towards women (67%), while gender is fairly balanced at the Senior Management (53% women) and Executive Leadership (44% women) levels.

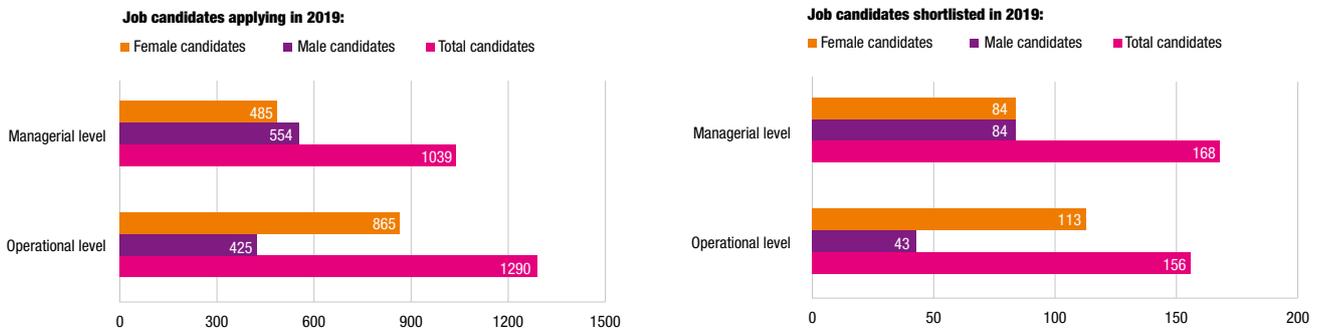
**Fig 2. Gender representation by year at MMV**



The trend towards increasing representation of women in the organization directly reflects an overall increase in applications from women

over recent years, and a correspondingly higher proportion of women being shortlisted.

**Fig 3. Temporary contracts seem less attractive to male job applicants and more opportunistic to women**



At the other end of the spectrum, MMV Switzerland's Board of Directors is 66% male. MMV's Board is acutely aware of this imbalance and is working to address it in the upcoming

rounds of Board member rotation (2020 onwards). MMV North America's Board is 40% female and has a female Chair.

### 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 adjusting for the following factors:

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

MMV determines that the gender pay-gap should not exceed +/-5%. The gender pay-gap at MMV, based on 2019 salaries, is 1%, favouring women. In 2018, there were 11 promotions in MMV, of which 10 were women.

## Gender and Programmatic Strategy at MMV

In addition to its organizational principles, policies and practices, MMV's commitment to diversity and equity 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.

As outlined in the 2019 WHO World Malaria Report<sup>2</sup>, reducing the burden of malaria contributes to United Nations Sustainable Development Goal 5 (Gender Equality) by *"freeing women and school-age girls from the burden of caring for family members when they fall sick with malaria (which) increases their likelihood of completing school, entering and remaining in the workforce, and participating in public decision-making"*. The Report also highlights how children and pregnant women are particularly vulnerable to the effects of malaria:

- Around 24 million children are estimated to have been infected with *P. falciparum* malaria in 2018, of which 1.8 million are likely to have had severe anaemia, and 272,000 children < 5 years died (67% 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 2018, around 11 million pregnancies were exposed to malaria, resulting in around 872,000 low birth weight 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 of caring for family members suffering from malaria.
  - Only 31% of women are receiving the WHO-recommended 3 doses of intermittent preventive treatment for malaria during their pregnancy.

- To minimize potential risks to pregnant women and developing fetuses, drug development programmes 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 working to address this by:

1. Prioritizing 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 on their use in pregnant women;
  - c. Developing new antimalarial medicines to address the needs of pregnant women;
  - d. Strengthening the capture of safety data from routine clinical use of antimalarial medicines during pregnancy;
  - e. Advocating for changes in drug development that promote the inclusion of pregnant women into clinical studies safely, with the aim of generating data to support earlier access to innovative medicines for this population.



For additional information, please download [MMV's full MiMBa strategy](#).