
	Document General	Code	Creation Date	Rev.	Approved
	CODE OF ETHICS AND CONDUCT	DI-015	28/07/2020	01	PATRONAT
	Working group HRS4R: 28/07/2020 Comitè Científic Intern: 09/11/2020 Comitè Científic Extern: 27/10/2020	Comissió Delegada: 20/11/2020 Patronat: 10/12/2020			1 of 15

I. PREAMBLE	2
II. GOAL	2
III. SCOPE OF APPLICATION	2
IV. VALIDITY	3
V. MISSION, VISION AND VALUES	3
VI. GENERAL PRINCIPLES AND VALUES	4
VII. SPECIFIC PRINCIPLES AND VALUES	5
1. Compliance with applicable legislation and internal regulations	5
2. Quality, innovation and effectiveness in processes	5
3. Attitude of managers	6
4. Transparency and impartiality.....	6
5. Corporate image and reputation.....	7
6. Internal relations: personal.....	7
7. Occupational risk prevention and health policy at work	9
8. External relations: Clients.....	9
9. External relations: Suppliers.....	10
10. Conflict of interest.....	10
11. Policy of gifts, fees or remuneration of third parties.....	11
12. Data Protection Policy	11
13. Confidentiality	12
14. Industrial and intellectual property rights.	12
15. Registration of operations and information and conservation of documents	12
16. Environmental commitment.....	13
17. Code of conduct in research.....	13
19. Compliance with the code, control and disciplinary system.	14
20. Whistleblowing channel for irregularities	14
VII. FINAL PROVISION	15

	Document General	Code	Creation Date	Rev.	Approved
	CODE OF ETHICS AND CONDUCT	DI-015	28/07/2020	01	PATRONAT
	Working group HRS4R: 28/07/2020 Comitè Científic Intern: 09/11/2020 Comitè Científic Extern: 27/10/2020	Comissió Delegada: 20/11/2020 Patronat: 10/12/2020			2 of 15

I. PREAMBLE

The code of ethics and conduct (*hereinafter* the Code) is a set of recommendations and commitments that summarizes the policies and practices in force at the Institute for Research in Biomedicine of Lleida, Fundació Dr. Pifarré (IRBLleida) related to people's behaviour and which should guide coexistence within the institution.

The Code establishes the criteria for action, the principles and values on which the operation of IRBLleida is based.

II. GOAL

The aim of this Code is to ensure professional, ethical and responsible behaviour of IRBLleida and all its staff, attached, collaborating and *in practices (hereinafter Personal)* in the development of its activities.


To this end, the principles and values that govern IRBLleida's relationships with its staff, trustees and other companies and entities are defined.

IRBLleida is committed to strictly complying with current legislation and respecting the obligations and commitments assumed, maintaining a complete and honest behaviour in all its actions, having its commitment to opposition to any kind of unlawful or criminal act.

The code of ethics and conduct:

- It facilitates the knowledge and application of IRBLleida's research culture, firmly based on the fulfilment of human and social rights.
- It establishes the principle of due diligence for the prevention, detection and elimination of irregular behaviours, whatever their nature, taking into account the analysis of risks, the definition of responsibilities, the training of workers, the relationship with third parties, the formalization of procedures, in spec and for the notification and the elimination of irregular behaviours.

III. SCOPE OF APPLICATION

	Document General	Code	Creation Date	Rev.	Approved
	CODE OF ETHICS AND CONDUCT	DI-015	28/07/2020	01	PATRONAT
	Working group HRS4R: 28/07/2020 Comitè Científic Intern: 09/11/2020 Comitè Científic Extern: 27/10/2020	Comissió Delegada: 20/11/2020 Patronat: 10/12/2020			3 of 15

The Code of Ethics and Conduct is applicable to all staff, regardless of their function, contractual modality, location or hierarchical level.

The application of the Code, in whole or in part, may be extended to any natural and/or legal person related to IRBLleida, when appropriate for the purpose and nature of the relationship. The Code will be notified to staff at the time of joining IRBLleida.

IRBLleida strongly believes in the principles of the *European Charter for Researchers and Code of Conduct for the Recruitment of Researchers (C&C)* and, after obtaining recognition from the Commission with the HR Excellence in Research label, on 17 December 2014, initiated the implementation of policies and practices aligned with the principles described in the C&C. The C&C includes a series of "ethical principles": researchers should adhere to recognized ethical practices and fundamental ethical principles appropriate to their discipline(s) and ethical standards documented in the various national, sectoral or institutional codes of ethics.

IV. VALIDITY


This Code will enter into force on the date of its approval by the Board of Trustees of IRBLleida and will remain in force until it is modified as a result of the continuous evaluation process that will be carried out or possible modifications of the current regulations.

V. MISSION, VISION AND VALUES

The IRBLleida Strategic Plan 2017-2020 includes:

- IRBLleida's mission is to generate knowledge of excellence, capable of impacting the health and quality of life of the population and doing so with a strong international vocation and the inclusion of the territory's potential
- **vision: to be an international competitive benchmark in health research and innovation, demonstrating ethical values and promoting sustainability, multidisciplinary work and internal and external cooperation.**

IRBLleida, as a binder for all the biomedical research carried out in Lleida, belongs to two executing agents of health research and innovation policies:

	Document General	Code	Creation Date	Rev.	Approved
	CODE OF ETHICS AND CONDUCT	DI-015	28/07/2020	01	PATRONAT
	Working group HRS4R: 28/07/2020 Comitè Científic Intern: 09/11/2020 Comitè Científic Extern: 27/10/2020	Comissió Delegada: 20/11/2020 Patronat: 10/12/2020			4 of 15

- The University of Lleida (UdL), which includes researchers from the faculties of Medicine and Nursing and Physiotherapy.
- The healthcare device, which includes researchers from the Arnau de Vilanova University Hospital (HUAV), the Lleida Primary Care Department, the Catalan Health Institute (ICS), the Territorial Services of the Ministry of Health in Lleida and the Santa Maria Niversitary Hospital (HUSM).

The main areas of research are as follows:


- Clinical Medicine
- Cellular and molecular models of human pathologies
- Stress in biological systems
- Medicine and experimental therapy
- Neurosciences
- Other lines

VI. GENERAL PRINCIPLES AND VALUES

The ethical principles and values of IRB Lleida form the basis on which the institution's activity is carried out and define an ethical commitment that includes these basic principles and standards for proper development.

The IRB Lleida Values are:

- Responsibility and Independence of Judgment
 - We are faithful to ethical foundations when making our decisions
- Generosity in synergy
 - We are able to generate selfless collaborations
- Social Commitment
 - We comply with what we promise and get involved
- Respect
 - We are respectful of our claims and other points of view
- Leadership
 - We take the initiative to act or to lead new projects
- Rigor
 - We are precise with our reasoning and use reliable sources of information
- Equity in the distribution of resources
 - We are fair in the distribution of the resources available (not necessarily economic)

	Document General	Code	Creation Date	Rev.	Approved
	CODE OF ETHICS AND CONDUCT	DI-015	28/07/2020	01	PATRONAT
	Working group HRS4R: 28/07/2020 Comitè Científic Intern: 09/11/2020 Comitè Científic Extern: 27/10/2020	Comissió Delegada: 20/11/2020 Patronat: 10/12/2020			5 of 15

- Illusion
 - We are excited to do new things and we transmit it to others

The principles are:

- **Sostenibility**
- **Ètica and Social Commitment**
- **Recerca of Excellence and Innovation**
- **Multidisciplinary and Multi-institutional**

VII. SPECIFIC PRINCIPLES AND VALUES

1. Compliance with applicable legislation and internal regulations

All subject to those who apply this code of ethics undertake to comply with the laws applicable to IRB Lleida, internal procedures and regulations established, and the values and principles contained in this code.

IRB Lleida will provide all the means for all staff to know the internal and external regulations relevant to their functions, putting them at their disposal in corporate tools such as the I-Fundat and the Intranet.


In the event of any lack of respect for legality, staff must inform the institution through the channel of denuncies detailed in the point Channel of complaints of irregularities in this section.

2. Quality, innovation and effectiveness in processes

Erto offer a better service to the client and to society, and promote the growth and sustainability of the institute all our processes and protocols are reviewed periodically and remain open to modifications resulting from the suggestions of our staff.

The Quality Policy of IRB Lleida (DG-005) was approved on July 4, 2019 by the Quality Board and, based on the Strategic Plan, is aimed at achieving:

- Excellence in research and project management
- Optimization in human resources management

	Document General	Code	Creation Date	Rev.	Approved
	CODE OF ETHICS AND CONDUCT	DI-015	28/07/2020	01	PATRONAT
	Working group HRS4R: 28/07/2020 Comitè Científic Intern: 09/11/2020 Comitè Científic Extern: 27/10/2020	Comissió Delegada: 20/11/2020 Patronat: 10/12/2020			6 of 15

- Continuous improvement of all the processes of the organization and the measurement of the satisfaction of stakeholders
- Dissemination of politics and quality objectives to all professionals in the organization.
- Compliance with all customer requirements as well as with all legal and regulatory requirements
- The ongoing training of our staff and teamwork

IRBLleida is committed to complying with all the provisions of this Olympic P of Qualitat and encourages all staff, at work and affiliated, to take part.

There is a communication channel of No Conformities of Quality writing to the mail: qualitat@irbllleida.cat


3. Attitude of managers

Managers should be the reference model in their behavior and in their compliance with the code. They must:

- Act and make decisions with objective criteria, timely justified, with equanimity and making appropriate use of the attributions that gives them their position.
- Encourage action and decisions based on participation, consultation and communication channels, trying to avoid unilateral decisions.
- Use all resources to ensure proper communication and transparency in the information of the organization.
- Recognize and value the well done work of the own and collaborating team, as well as the flexibility in the development of responsibilities and tasks derived from its activity.
- Conforming to the principles of fairness, merit and transparency for the recruitment and promotion of people, as well as the principles of equality and transparency for the acquisition and supply of services
- Fostering a climate of trust and collaboration between the entire team and collaborator

4. Transparency and impartiality

IRBLleida will apply transparency and impartiality in decision-making in all areas of the foundation. The transparency portal (<https://www.irbllleida.org/ca/sobre-nosaltres/transparencia/>) is the tool to exercise this transparency towards society.

	Document General	Code	Creation Date	Rev.	Approved
	CODE OF ETHICS AND CONDUCT	DI-015	28/07/2020	01	PATRONAT
	Working group HRS4R: 28/07/2020 Comitè Científic Intern: 09/11/2020 Comitè Científic Extern: 27/10/2020	Comissió Delegada: 20/11/2020 Patronat: 10/12/2020			7 of 15

Internally, transparency and impartiality must also be guaranteed through internal communication and the defined processes carried out for decision-making.

5. Corporate image and reputation


IRBLleida carries out its activities in many areas that have a clear impact on society. Its reputation depends on the perception projected abroad, not only through each activity developed, but also on the conduct of all staff. For this reason, managers and staff are responsible for preserving the image and reputation of IRBLleida, avoiding actions that may discredit it. When these activities may have significant public repercussions, it is necessary to avoid involving or using the name or image of IRBLleida for the benefit of political options or current opinions.

Likewise, staff may not make misleading advertising related to the activity of the institute and must avoid any type of conduct that constitutes or may constitute an abuse or unlawful restriction of competition.


The staff of IRBLleida will respect and not misuse the institutional logo type.

6. Internal relations: personal.

- IRBLleida will ensure compliance with labour regulations.
- Cap persona de l'IRBLleida will be subject to discrimination on the grounds of race, physical disability, disease, religion, sexual orientation, political opinion, age, maternity, nationhood or gender. IRBLleida prohibits any type of harassment or physical, sexual, psychological or verbal abuse of its staff, as well as any conduct that may generate an intimidating, offensive or hostile work environment. In this sense, IRBLleida has the following documents to take into account:
 - ***The Equal Opportunities Plan between Men and Women***
 - ***The Protocol for the Prevention and Eradication of Sexual Harassment***
 - The ***Guide to a non-sexist use of language***, a tool to facilitate language strategies in order to have other options for the use of male as generic.
 - The ***IRBLleida OTMr Recruitment Policy (PNT-005)*** is the document that defines the different phases of the recruitment process from a non-discrimination point of view.

	Document General	Code	Creation Date	Rev.	Approved
	CODE OF ETHICS AND CONDUCT	DI-015	28/07/2020	01	PATRONAT
	Working group HRS4R: 28/07/2020 Comitè Científic Intern: 09/11/2020 Comitè Científic Extern: 27/10/2020	Comissió Delegada: 20/11/2020 Patronat: 10/12/2020			8 of 15

- The salary received by IRB Lleida employees respects the Workers' Statute, the salary tables approved by the Board of Trustees and the Company Committee and, where appropriate, the Collective Agreement.
- Weekly working hours will not exceed the legal limit established.
- The staff of the institution is considered the most important asset of the foundation. Personal and professional staff development, the existence of a positive climate and respect between people will be promoted. The staff will try to maintain a pleasant working environment and within a safe working environment.
- Staff will be committed to continuously improving processes and will be available for flexibility and adaptation to change of responsibility and tasks.
- Teamwork is configured as an instrument of opportunity and personal and professional growth. In this sense, the oldest staff will support, in everything in their hands, the new staff. It will ensure that the person who joins adapts to their work, facilitating the knowledge of the environment, the proper functioning of the facilities and the way of working within each department.
- Any type of promotion will respond to objective criteria and will be carried out transparently.
- IRB Lleida supports and makes available to all its staff professional development opportunities. To do this, it is committed to a training policy for the learning and personal and professional development of its employees in order to achieve the maximum possible performance in carrying out its functions.
All staff can participate actively in the training plans that IRB Lleida puts at their disposal, get involved in their own development and commit to keeping the necessary knowledge and competencies up to date.
- IRB Lleida respects the private lives of its staff and their decisions. Within the framework of this policy of respect IRB Lleida puts at your disposal the request for beneficial measures by both parties, always respecting the confidentiality and privacy of the affected persons.
- The institution maintains with its employees the commitment to promote the quality of life and that of their families. Facilitating the reconciliation of the needs of personal and family life is part of the will of the entity.

	Document General	Code	Creation Date	Rev.	Approved
	CODE OF ETHICS AND CONDUCT	DI-015	28/07/2020	01	PATRONAT
	Working group HRS4R: 28/07/2020 Comitè Científic Intern: 09/11/2020 Comitè Científic Extern: 27/10/2020	Comissió Delegada: 20/11/2020 Patronat: 10/12/2020			9 of 15

- Special attention and sensitivity is provided for disability and disability and disability, which is why IRBLleida promotes the hiring of affected personnel and/or contracts services and supplies to Special Employment Centres.
- Relatives of the staff will not be hired without these people having the capacity to carry out the work for which they are hired, accrediting it according to the requirements necessary for the job and always submitting to a call for a job offer made public. Fair decisions will be made and any favouritism towards people with a family relationship will be avoided and the recruitment process will be executed following the procedure described in the IRBLleida's **OTMr Recruitment Policy (PNT-005)**.

7. Occupational risk prevention and health policy at work

IRBLleida requires workplace safety to always be a priority issue: it will provide its employees with a safe and stable environment, and will undertake to permanently update the occupational risk prevention measures established by law.


IRBLleida complies with occupational risk prevention and management regulations and carries out the corresponding training and audits to know the deficiencies and incorporate improvements.

All staff are responsible for observing rigorous compliance with health and safety standards. Likewise, they must make responsible use of the equipment assigned to them when carrying out risky activities, and will disclose their knowledge among their peers and subordinates in order to promote compliance with risk protection practices.

8. External relations: Clients.

The entity and its staff will ensure that they offer authentic information on the activities, products and/or services offered on the market. It is strictly forbidden to offer false information to customers.

Any type of misleading advertising is prohibited, the information of other researchers will not be used as if it were its own, it will ensure the secure means of payment, for the security of the data and the prevention of fraud. The information that staff enters into the institution's systems must be reliable.

	Document General	Code	Creation Date	Rev.	Approved
	CODE OF ETHICS AND CONDUCT	DI-015	28/07/2020	01	PATRONAT
	Working group HRS4R: 28/07/2020 Comitè Científic Intern: 09/11/2020 Comitè Científic Extern: 27/10/2020	Comissió Delegada: 20/11/2020 Patronat: 10/12/2020			10 of 15

9. External relations: Suppliers.

IRBLleida bases its relations with suppliers on legal, efficient and fair practices and promotes at all times a responsible and transparent public procurement that contributes to the proper use of public resources, respecting at all times the principles of advertising, objectivity, impartiality, equality and non-discrimination in the awarding of public contracts and encouraging greater participation of bidders and improving their offers.

Ethics and respect will be the fundamental pillar of the relationship with suppliers. These will be selected according to the objective criteria, transparent and with the will to obtain the best value for money, in accordance with the current regulations on public procurement.

The objective of IRBLleida, in relation to its suppliers, is to comply with the legal standards and keep them informed of this Code. The code of ethics may be attached as an annex to the contract if deemed necessary for the type of service to be provided and its breach may result in the waiver of the contract.

Internal purchasing procedures will be scrupulously respected. Suppliers must commit to respecting human and labor rights in their company and are explicitly prohibited from accepting, offering or requesting directly or indirectly gifts, favors, etc. that may influence purchasing decisions.


IRBLleida personnel who have any personal interest, in accordance with Law 39/2015, of 1 October, on the Common Administrative Procedure of Public Administrations, in a contracting process may not participate in the design of the contract, nor in the contracting table, nor issue valuations of any kind. These same limitations will be required of external experts in those cases in which a recruitment board is assisted by them.

10. Conflict of interest

IRB Lleida staff should avoid situations that may involve a conflict of personal interest between them and IRBLleida, as stated in Article 30 of the Institute's Statutes.

The IRBLleida considers that a conflict of interest can be a situation where the personal, economic or institutional interest of the entity's staff may unduly influence or interfere with the judgment, responsibility and decision-making of other people at IRBLleida.

The IRBLleida will take into account the following mechanisms:

	Document General	Code	Creation Date	Rev.	Approved
	CODE OF ETHICS AND CONDUCT	DI-015	28/07/2020	01	PATRONAT
	Working group HRS4R: 28/07/2020 Comitè Científic Intern: 09/11/2020 Comitè Científic Extern: 27/10/2020	Comissió Delegada: 20/11/2020 Patronat: 10/12/2020			11 of 15

- Management may not intervene in the decision-making or adoption of agreements in matters in which they have or may have a conflict of interest with IRB Lleida.
- Likewise, it will not be possible to participate in all kinds of businesses or financial activities that may compromise the objectivity of the IRB Lleida.
- Any other person linked to the IRB Lleida will notify the Board of Trustees of any situation of conflict, direct or indirect, that it has with IRB Lleida.
- Before an agreement is adopted in which there may be a conflict between a personal interest and the interest of the IRB Lleida, the affected person will provide the corresponding IRB Lleida body with the relevant information and will refrain from intervening, in this case, both in deliberation and voting. The institution believes that the relationship with staff should have a loyalty base and should be framed within compliance with the laws and policies of the institution.
- Staff will not be able to obtain particular benefits or provide services in companies that may influence and/or condition their research or duties as staff of the IRB Lleida, creating a conflict of interest between those of IRB Lleida and the company.


11. Policy of gifts, fees or remuneration of third parties.

Giving or receiving gifts and invitations to third parties can only be made within the framework of the Code of Conduct of senior officials and management staff of the Administration of the Generalitat and of the entities of its public sector, and other measures in matters of **transparency, stakeholders and public ethics**. This code applies to senior officials and management staff.

For other IRB Lleida personnel, the request and/or acceptance of any type of payment, gift, commission, etc. of third parties, customers and/or suppliers is prohibited. This prohibition excludes anything within reasonable limits (non-venal displays of courtesy and commemorative, official or protocol objects that may be delivered to it by reason of their position).

12. Data Protection Policy.

IRB Lleida guarantees the confidentiality of the personal data provided to it in the terms established by Regulation 2016/679 of parliament and of the Council of 27 April 2016 on the

	Document General	Code	Creation Date	Rev.	Approved
	CODE OF ETHICS AND CONDUCT	DI-015	28/07/2020	01	PATRONAT
	Working group HRS4R: 28/07/2020 Comitè Científic Intern: 09/11/2020 Comitè Científic Extern: 27/10/2020	Comissió Delegada: 20/11/2020 Patronat: 10/12/2020			12 of 15

protection of natural persons with regard to the processing of personal data and the free movement of such data.

The data required will be those strictly necessary, adequate and relevant for the purpose for which they are collected and will be subjected to automated processing.

Any incident linked to the confidentiality of the data will be communicated to the person responsible for the data protection of the foundation through the protecciodedades@irblleida.cat

13. Confidentiality

The staff of IRBLleida has the obligation to protect the information and knowledge generated within their organization.

The staff will refrain from using for their own benefit any data, information or document obtained in the exercise of their professional activity. Nor will it communicate information to third parties, except in compliance with regulations or when it has due consent. The information to which it has had or has access must be considered confidential and may only be used for the purpose obtained and never outside the foundation's scope of work.

This principle must be respected even once the employment or collaboration relationship has ended.


14. Industrial and intellectual property rights.

The IRBLleida is committed to the protection of own intellectual and industrial property or others. This includes, but is not included, copyright, patents, trademarks, copyrights, design and rights to specialized knowledge.

The IRBLleida is expressly prohibited from using works, creations or distinctive signs of intellectual property of third parties.

All staff undertake to report any information that is necessary to protect, to take the appropriate measures. It also undertakes to report any irregularities in relation to the incorrect use of such information.

15. Registration of operations and information and conservation of documents

	Document General	Code	Creation Date	Rev.	Approved
	CODE OF ETHICS AND CONDUCT	DI-015	28/07/2020	01	PATRONAT
	Working group HRS4R: 28/07/2020 Comitè Científic Intern: 09/11/2020 Comitè Científic Extern: 27/10/2020	Comissió Delegada: 20/11/2020 Patronat: 10/12/2020			13 of 15

The institution will keep an updated financial and accounting record. Forgery of documents and their distortion is not supported. It will not contract and no expenses will be paid with funds from the institution without the authorization of the competent person and without corresponding to the foundational purposes of the institution. The institution complies with the legal and regulatory requirements, all records and information will be processed so that the storage of information is always in an organized way.

16. Environmental commitment

The institution is committed to ensuring respect for the environment, minimising the impact on all its activities, and offering its workers a safe and healthy work environment.


IRBLleida promotes this culture to all its members and all have the obligation to know, assume and act in accordance with the criteria established for respect for the environment and sustainability, making proper use of resources and trying to make good management of waste both in the laboratory and in the facilities set up as a dining room/office.

17. Code of conduct in research.

The CERCA Institution, of which the IRBLleida forms part, has developed a Code of Conduct, especially referring to the research activity, which is aimed at all directors and managers, as well as subsidiarily the rest of scientific personnel (own or attached), technical and administrative of cerca centers. The activity of CERCA centres based on interinstitutional collaborations must also respect in its basic aspects the commitments of this code. The **CERCA Code of Conduct** is part of the IRBLleida code of conduct, after being approved by the Lleida IRBL Board of Trustees on 17 January 2019.

The Directorate of the Institute undertakes to inform the CERCA Institution of the existence of any conflict of scientific integrity that is of sufficient relevance at the time it is generated, and to elevate it to the Ombudsperson of CERCA.

The Lleida IRBL is also a member of the ICS Code of Good **Practice in Research**, drawn up in 2015. This code defines the behaviors that correspond to the development of research itself (how research is planned and developed, how its results are recorded and disseminated and how knowledge derived from research is disseminated, applied and exploited). Its content remains in force and complements, in what is not contradicted, the CERCA Code of Conduct.

	Document General	Code	Creation Date	Rev.	Approved
	CODE OF ETHICS AND CONDUCT	DI-015	28/07/2020	01	PATRONAT
	Working group HRS4R: 28/07/2020 Comitè Científic Intern: 09/11/2020 Comitè Científic Extern: 27/10/2020	Comissió Delegada: 20/11/2020 Patronat: 10/12/2020			14 of 15

The scientific labor staff and attached to the IRBLleida will include in the signature of the articles and scientific communications (both oral and written) the name of the foundation, according to the institutional instructions relating to the subject of research communications (*Recomanacions_Citació_IRBLleida_2017*).

18. Advertising, updating and availability of the code of ethics.

The Code of Ethics will be announced to all staff by email, at the time of its approval, and will be available on the website and intranet of IRBLleida.

All personnel who join the IRBLleida must accept the ethical principles and rules of conduct established by the Code, which will be informed of their incorporation into the Institute or by email.

The Code will be in force as long as its cancellation is not approved.

19. Compliance with the code, control and disciplinary system.

The Human Resources Department is responsible for promoting the dissemination of the content of the code of ethics. To promote its dissemination, training and internal communication actions will be promoted.


Any breach of the Code of Ethics or any other regulations, internal policy or legal norm in the development of the functions of the personnel assigned to it, will be considered as a labor breach likely to be sanctioned, following the procedure provided for in the applicable regulations.

The sanction will be made to those who violate the Code and to whom, by action or omission, would have approved the unlawful behavior without having reported it to the corresponding body.

20. Whistleblowing channel for irregularities

Any member of the institution, as well as suppliers or third parties, may report, in good faith, any irregularity, breach or conduct contrary to the will of this Chate.

The route of complaint is to send a message to the address: qualitat@irblleida.cat

	Document General	Code	Creation Date	Rev.	Approved
	CODE OF ETHICS AND CONDUCT	DI-015	28/07/2020	01	PATRONAT
	Working group HRS4R: 28/07/2020 Comitè Científic Intern: 09/11/2020 Comitè Científic Extern: 27/10/2020	Comissió Delegada: 20/11/2020 Patronat: 10/12/2020			15 of 15

This complaint must be carried out without fear of being prosecuted or discriminated against. Any illicit activity by IRBLleida or any of the persons related to the entity will be treated confidentially and will be rigorously investigated, adopting the measures that according to the internal and external regulations are appropriate.

VII. FINAL PROVISION

This Code of Ethics and Conduct will be subject to continuous evaluation and possible modifications to current regulations.

No member of the institution, regardless of position, is authorized to request another member of the institution for breach of the provisions of this hatefulC.