

Reckitt Global Hygiene Institute

Equity, Diversity and Inclusion (EDI) Policy

Policy number: GP200

1. Policy Statement

The Reckitt Global Hygiene Institute (RGHI) is committed to fostering an inclusive and equitable work environment where all individuals can thrive, regardless of their background, identity, or circumstances..

This commitment sits at the heart of our core values. Being **Inclusive** means we prioritise equity and representation, ensuring that diverse perspectives shape our research, convenings, and partnerships.

This policy outlines how RGHI promotes equity, diversity and inclusion (EDI) principles in funding decisions, research initiatives, partnerships, and organisational culture.

This policy applies to: All RGHI Award Holders, grant applicants, Board Members, Contractors and partners.

2. Principles

RGHI is guided by the following principles:

Equity: We recognise and address systemic barriers and inequities to ensure fair access to research funding, resources, and opportunities for all individuals, regardless of race, ethnicity, gender, sexual orientation, disability, socioeconomic status, nationality, religion, or other dimensions of diversity.

Diversity: We actively seek and value diverse perspectives, backgrounds, and experiences. We support a research community that reflects the full spectrum of human diversity.

Inclusion: We create inclusive spaces and environments where all individuals feel welcomed, respected, and empowered to participate fully and contribute their unique talents and perspectives. We recognise that diversity of thought, background, and experience strengthens strategy, practice, and research quality; drives innovation; and increases the real-world impact of our work.

1. What We Do

3.1 In our Funding

We ensure our funding processes are equitable and accessible:

- We fund research projects and initiatives that reflect diverse perspectives and address pressing societal challenges.
- We encourage applications from researchers representing diverse backgrounds, institutions, and geographical regions.
- We use fair and transparent funding processes that minimise bias, ensure equal opportunities for all applicants, and recognise the value of diverse research contributions.
- We include steps in our grant review processes to minimise implicit bias.
- We ensure diverse representation on grant review panels.
- We make our application processes accessible and minimise barriers to participation.
- We provide clear guidance and support to help applicants from all backgrounds submit strong proposals.

3.2 In Fostering Positive Research Practice

We expect and support inclusive research:

- We encourage Award Holders to consider EDI implications in research design, participant recruitment, data collection, analysis, and dissemination.
- We expect Award Holders to create inclusive team environments and to consider the diversity of end-users when designing and implementing research projects.
- We support research environments that use inclusive language, accessible materials, and collaborative approaches that engage local communities.
- We champion research that addresses hygiene challenges affecting marginalized and underserved populations.

3.3 In Our Convening Work

We foster inclusive collaboration:

- We ensure diverse voices are represented in our convenings and stakeholder engagement.
- We create spaces where researchers, policymakers, and practitioners from varied backgrounds can connect and collaborate.
- We actively seek participation from underrepresented communities and regions.
- We design events and engagement opportunities that are accessible and welcoming to all.

3.4 Across Contexts

We recognise that EDI principles may be implemented differently across cultural and geographical contexts. While maintaining our core commitment to equity, diversity, and inclusion, we respect the need for locally appropriate approaches. We encourage culturally sensitive adaptations that preserve the intent and impact of EDI practices.

3. Accountability

RGHI tracks and reports on EDI metrics annually to our Board. We use these findings to improve our practices and inform strategic planning.

4. Raising Concerns

If you have concerns about EDI practices within RGHI's work or want guidance on implementing this policy, please contact:

- Emily Giles (emily_g@rghi.org) – Operations Manager
- Sarah Roberts (sarah_r@rghi.org) – Executive Director

We welcome feedback and are committed to continuous improvement in our EDI efforts.

5. Policy Administration

5.1 About this Policy

Version: v1

Effective Date: 5 March 2026

Policy owner: Emily Giles

Policy sponsor: Sarah Roberts

Contact: Emily Giles (Emily_g@rghi.org) or Sarah Roberts (sarah_r@mail.rghi.org)

Appendices: None

The Board of Directors of RGHI adopts this policy to establish clear guidelines, promote best practices, and ensure compliance with applicable laws and regulations. This policy aims to support RGHI's mission and enhance organisational effectiveness.

RGHI's Executive Director is responsible for ensuring implementation of this policy.

RGHI reserves the right to revise and amend this policy as necessary to ensure alignment with organisational objectives and funding priorities.

For all RGHI Policies and Standard Operating Procedure, see www.rghi.org/public-policies

5.2 Document History

Date	Revision	Reason/Description
5 March 2026	Version 1	Executed Policy