

Future Biomanufacturing Research Hub: Code of Conduct

As a National Biomanufacturing accelerator the Future BRH is coordinating UK academic, HVM catapult and industrial capabilities to deliver innovative technologies for high-value manufacturing to sustainably produce pharmaceuticals, chemicals, materials, and advanced synthetic fuels.

The reputation of the Hub is formed by decisions each of us take every day. Clear and consistent standards of behaviour are essential in all our activities from fundamental academic research through to work with external industry partners, government agencies and suppliers.

This code of conduct sets out our specific conduct principles and acts as a reference guide to minimum appropriate levels of behaviour that applies to Future BRH and all who work with us.

Code of Conduct applies to:

- All Future BRH staff, students and/or research collaborators working on Future BRH projects.
- Third parties who act to represent Future BRH.

Reporting violations: If you observe, or reasonably suspect, conduct that may be contrary to the Code of Conduct, unethical or illegal, you must report it immediately to the Future BRH Director or Director of Operations.

Misconduct: In line with The University of Manchester, partner organisations, and UKRI regulations, the Future BRH takes breaches of the Code of Conduct very seriously with consequences including host organisation disciplinary action with the right to inform appropriate authorities. Any collaborative partner that does not comply with the Code of Conduct may jeopardise their relationship with the Future BRH which may include termination of contract.

Promoting equality, inclusion, and diversity: The Future BRH is:

- Committed to embedding the principles of equality, diversity, and inclusion in all its activities.
- Recognises the varied needs of its employees, students, collaborators, and the wider community with which it interacts.

Responsible Management:

- The Future BRH management aims to foster a constructive and supportive environment without undue pressure by ensuring that:
 - Appropriate supervision, mentoring and training are provided.
 - Privacy and personal information are proactively respected.

Research Integrity:

- Research integrity is a priority for the Future BRH management.
- Compliance with The University of Manchester's [Code of Good Research Conduct](#), research governance, ethics and integrity is expected at all times.
 - **Excellence** – The Future BRH aims to design, conduct, produce and disseminate work of the highest quality and ethical standards.
 - **Honesty** – Is expected at all times, regarding your own actions and in response to the actions of others, including: funding applications; experimental design; generating, recording, analysing and interpreting data, publishing and exploiting results; acknowledging direct and indirect contributions of colleagues, collaborators and others; reporting cases of suspected misconduct in a responsible and appropriate manner.
- Applies to all people who conduct research, including but not limited to: as an employee; as a research student; as a collaborative researcher or as an independent consultant.

A safe and healthy workplace:

- We are committed to ensuring that all research is conducted in a way that is safe for researchers, participants, the Future BRH Hub and Spoke locations and the environment, and complies in full to the obligations, relevant legislation, and regulatory practice in this area.

- **Your responsibility:** Health and safety prevails over all operational and financial decisions and actions. Our expectation is that everyone takes and demonstrates responsibility for their own safety and that of their co-workers:
 - All safety policies, standards, processes, and procedures (including emergency) must be understood and complied with.
 - Any illness, injury, accidents and near misses must be reported immediately to your supervisor/manager.
 - Appropriate risk assessments must be completed prior to the start of any new activities.
 - Everyone should remain vigilant and immediately stop work that is unsafe or potentially unsafe and actively contribute to hazard recognition and risk control processes.

Environment and sustainability:

- The Future BRH aims to provide positive impact on social, environmental, and economic outcomes.
- Whilst delivering research and innovation the Future BRH will aim to conserve resources (including energy and water), reduce emissions, and minimise waste generation.

Avoiding conflicts of interest:

- Potential conflicts of interest that may compromise, or appear to compromise, the objective performance of your duties/interactions with Future BRH must be avoided and disclosed in a timely manner.
- Where conflicts exist, you must not be involved in any decision making where objectivity may not be possible.

Working with reputable collaborative partners:

- The Future BRH takes great care in building strong relationships with reputable research partners.
- Future BRH does not knowingly enter, or continue in relationships, with those who operate in violation of applicable laws and our Code of Conduct.

Working with policy makers and governments:

- The Future BRH is committed to having open, constructive, and ethical relationships with all levels of government including regulators and public authorities. This can be achieved through various means, including formal submissions and attendance at functions and forums. Any interactions with governments, regulators and public authorities must be in the Future BRH's best interest and any information provided must be accurate and appropriate.

Compliance with laws and regulations:

- All Future BRH activity must comply with the content and spirit of national laws and regulations.

Condemning bribery and corruption:

- There is no place for any (or potential) bribery or corrupt activities within the Future BRH.