May 23, 2014

Dear Colleagues,

As you know from our One PATH strategy discussions, PATH is more committed than ever to our mission to improve the health of people around the world by advancing technologies, strengthening systems, and encouraging healthy behaviors. Our passion for performing excellent work in an honest, ethical, and respectful manner and our commitment to compliance (including that required by our donors) has enabled us to achieve tremendous success. We have earned a reputation for innovation, excellence, and integrity that is critical to our continued impact on the health challenges of those served by our work.

To drive transformative innovation in global health, we are focusing on urgent health needs, leading more complex health solutions, and deepening the reach of our programs. As the breadth of our portfolio and research grows, we continue to enhance our practices. We do our best to stay abreast in this increasingly complex and constantly changing legal and regulatory environment. At the same time, it is important to outline the core principles that define how we conduct our business.

PATH adopted a Code of Ethics, Governance, and Responsibility and a corresponding compliance framework in 2010 to outline the standards of behavior we expect from our employees and directors. The Code helps each of us know what is expected of us and how to conduct ourselves when challenging questions arise.

Under the leadership of International Operations, we are in the final stages of a new internal policy manual that will enhance accessibility and transparency of our policies for staff. In addition, we will be revising our Professional Conduct Fundamentals eLearning course to reflect these developments. All current and future staff will be required to complete this updated course within three months of its launch.

PATH encourages employees to speak up when they have concerns or are unsure what compliance or ethical conduct means in particular circumstances. We also encourage staff to raise concerns if anyone believes that the code has been violated. The code includes a procedure for reporting potential violations and ensuring that there will be no retaliation for raising a legitimate concern.

A valuable reputation is hard won and easily lost. Each of us bears responsibility for contributing to PATH’s reputation. I am proud of our organization’s success and know that our ongoing compliance, both with the law and with the highest principles of integrity, will ensure that our reputation and future success continue to grow. I encourage you to use and uphold the code to help enhance our legacy for integrity as we move forward in improving the health of people around the world.

Best regards,

Steve Davis
President and CEO