

	Nom Document	FP	Codi	Data	Rev.	página
	INTEGRATED QUALITY AND COMPLIANCE POLICY	FP010	DG005	21/10/2025	02	1de 3
	Revisado Responsable calidad y Compliance Officer: 24/10/2025 Aprovado Gerencia: 27/10/2025		CCI: 18/11/2025 Comisión Delegada: 24/11/2025 Patronato: 03/12/2025			

INTEGRATED QUALITY AND COMPLIANCE POLICY

MISSION

Generate knowledge of excellence, capable of impacting the health and quality of life of the population, and do so with a strong international focus and inclusion of territorial potential.

VISSION

To be an internationally competitive leader in health research and innovation, demonstrating ethical values and promoting sustainability, multidisciplinary work, and internal and external cooperation.

VALUES

Responsabilidad e independència de juicio	We are faithful to ethical principles when making decisions and strictly comply with our obligations.
Generosidad en la sinergia	We are capable of generating selfless collaborations.
Compromiso social	We deliver on our promises and we are committed
Respeto	We are respectful of our statements and of other points of view.
Liderazgo	We take the initiative to act or to lead new projects.
Rigor	We are precise in our reasoning and use reliable sources of information.
Equidad en la distribución de recursos	We are fair in the distribution of the resources at our disposal (not necessarily financial).
Illusion	We are excited to do new things and we convey that excitement to others.

IRBLleida integrates quality and compliance as essential elements of its management. Its basic principles apply to all staff and personnel assigned to the organization, as well as to collaborators and third parties acting on its behalf.

In terms of quality, the Institute is committed to:

- Excellence in research and project management.
- Compliance with all customer requirements, as well as all legal and regulatory requirements.
- Optimization of human resources management.
- Continuous improvement of all organizational processes and measurement of stakeholder satisfaction.

	Nom Document	FP	Codi	Data	Rev.	pàgina
	INTEGRATED QUALITY AND COMPLIANCE POLICY	FP010	DG005	21/10/2025	02	2de 3
	Revisado Responsable calidad y Compliance Officer: 24/10/2025 Aprovado Gerencia: 27/10/2025		CCI: 18/11/2025 Comisión Delegada: 24/11/2025 Patronato: 03/12/2025			

COMPLIANCE COMMITMENTS

Strict compliance with all compliance obligations (legal, voluntary, and contractual) arising from our activities.

Specific observance of the Code of Ethics and Conduct, including policies, internal procedures, and agreements with third parties.

The promotion of transparency and ethics in our relationships with our stakeholders.

A zero-tolerance philosophy towards any irregular, corrupt, unethical, illegal, or criminal practices.

Prevention, detection, and effective response to compliance risks.

Exemplary leadership from the Board of Trustees and Management, who must promote a culture of compliance, integrity, and good governance, leading by example and reacting quickly and clearly to risks or breaches.

The existence of a Compliance Officer function, aimed at preventing and mitigating compliance risks. This function is supported by a Compliance Committee. The organization guarantees its access to the governing body, provides it with independence, authority, and freedom of initiative, and assigns it the appropriate resources to supervise, guide, and evaluate the effectiveness of the system.

The promotion of training and communication of the compliance model to all persons in the organization, so that they know and understand the rules and commitments necessary to carry out their activities.

The requirement that all staff report suspicious events or conduct, guaranteeing confidentiality and ensuring that there are no reprisals against those who make such reports. Where necessary, disciplinary or corrective actions will be applied in accordance with current labor regulations.

The organization is committed to complying with the requirements of this policy and the management system, and to the continuous improvement of the management system.

This policy establishes the framework for defining, reviewing, and achieving the objectives that are agreed upon periodically and that must be aligned with the Institute's Strategic Plan.

The IRBLeida Board of Trustees approves this Policy and makes a firm commitment to ensure its compliance, provide the necessary resources, and promote its periodic review. IRBLeida encourages all staff, both permanent and temporary, to actively participate in its development.

	Nom Document	FP	Codi	Data	Rev.	página
	INTEGRATED QUALITY AND COMPLIANCE POLICY	FP010	DG005	21/10/2025	02	3de 3
	Revisado Responsable calidad y Compliance Officer: 24/10/2025 Aprovado Gerencia: 27/10/2025		CCI: 18/11/2025 Comisión Delegada: 24/11/2025 Patronato: 03/12/2025			

HISTORIAL DE VERSIONES			
Revision number	Effective dateh	Author	Reason for version change
2	24/10/2025	EMM	Integration of the Compliance policy