



Supplemental Information for  
PATH Solicitations (RFPs/RFQs)

May 2023

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## About PATH

PATH is a global nonprofit dedicated to achieving health equity. With more than 40 years of experience forging multisector partnerships, and with expertise in science, economics, technology, advocacy, and dozens of other specialties, PATH develops and scales up innovative solutions to the world's most pressing health challenges.

PATH is a global team dedicated to achieving health equity so all people and communities can thrive. We advise and partner with governments, multilateral organizations, businesses, and social investors to solve the world's most pressing health challenges. Our team includes scientists, clinicians, business leaders, engineers, advocates, and experts from dozens of other specialties.

PATH improves health in regions and communities experiencing disproportionate burdens of disease and barriers to well-being. That's why the scope of our work is vast—it needs to be. To remove these barriers and burdens, our team works with global and local stakeholders to develop and scale up responsive, sustainable, human-centered health solutions.

Since 1977, PATH has served as a trusted partner to advocates, philanthropists, businesses, ministries of health, and multilateral organizations like the World Health Organization and Gavi, the Vaccine Alliance. We specialize in pairing our partners' expertise with our unique strengths to develop, deploy, and scale up appropriate health solutions at every level: local, national, regional, and global.

Together, we push the boundaries of science, engineer cutting-edge technologies, and navigate regulatory hurdles. We craft evidence-based policies, make better use of better data, and prepare markets and supply chains for products that improve health. We cocreate resources, tools, and systems that transform lives and futures.

We believe every human being deserves a healthy life—and that is our aim. To reach it, we've identified six values that will guide our efforts: respect, integrity, innovation, collaboration, equity, and impact.

We treat everyone with dignity, compassion, and appreciation. We do the right thing even when it is difficult. We test new ideas, challenge the status quo, and apply what we learn. We partner across teams, sectors, and borders. We strive to eliminate the obstacles created by our own biases—conscious and unconscious. And we prioritize solutions to the most significant health issues in the communities of greatest need.

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## Code of Ethics

### **The principles that guide the fulfillment of our mission**

PATH's mission is to advance health equity through innovation and partnerships. In serving this mission, PATH is committed to lawful, responsible, and ethical behavior in all of our activities. How we apply this standard is outlined in our [Principles and Policies Relating to Responsible Conduct](#) and our [Commitment to Gender Equity](#).

To report misconduct, call 1-888-309-1559 (in the United States) or visit our [secure reporting website](#).

### **Policies and practices**

PATH is responsible for the proper stewardship of our resources and the public and private support that enables us to pursue our mission. Over time, PATH has established policies and practices designed to honor our obligations to those who expect us to conduct our affairs according to the highest business ethics and in compliance with the letter and spirit of applicable law. Areas for which PATH has established principles for responsible conduct include governance, workforce environment, the ethical conduct of research, collaboration with donors and partners, financial stewardship, protection of intellectual property and confidential information, conflict of interest, communications, advocacy, and the environment.

PATH strives to ensure that these policies reflect our values, ethics, and legal requirements and are understood and observed by every employee and board member. To ensure these requirements are consistently upheld, PATH makes policies available to staff through an organizational policy portal on an internal site. We also require every employee to participate in professional conduct training. We recognize that there are times when particular policies may not address all possible issues. In such instances, we strive to directly consider the difficult conflicts and do the right thing.

### **Personal responsibility**

PATH expects our staff, board members, affiliates, and those with whom we work to conduct themselves with the utmost integrity and in a manner that complies with the letter and spirit of all applicable laws and regulations. PATH expects each individual to make every good-faith effort to know what is expected for her or his particular role and to act with good judgment. It is critical that individuals participate in training, seek guidance, are familiar with policies and laws, and ask questions to ensure ethical conduct and report concerns regarding compliance with legal requirements or PATH policies.

### **Allegations and Reporting mechanisms**

PATH takes all allegations of policy violations seriously. PATH maintains a whistleblower policy to easily enable employees to report any suspected wrongdoing within the organization or with any parties with which we contract. Our intention is to make every reasonable effort to prevent or detect and correct improper activities; encourage employees and others to report concerns about violations of law or policy, questionable accounting matters, or other wrongdoing or unethical conduct; and protect individuals who make such good-faith reports from retaliation.

PATH's Investigations Response Team is responsible for managing inquiries and investigations prompted by allegations of misconduct. Final determinations and actions are made based on available evidence, and complainants are informed of high-level investigation outcomes, to the extent feasible and appropriate, while maintaining standards of confidentiality.

PATH's first priority in addressing alleged misconduct is the safety of complainants, witnesses, and program participants. The details of inquiries and investigations are confidential to ensure the privacy and safety of complainants, involved employees, and program participants, and to guard against retaliation.

Starting in 2021, PATH's Investigations Response Team is making available a topline summary of the allegations and subsequent outcomes of policy violations and misconduct that were investigated in the previous year.

2021 Annual Allegations Report: [English](#), [Français](#), [Português](#)

2020 Annual Allegations Report: [English](#)

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## Tips on Proposal Preparation and Submission

To ensure your proposal is submitted and accepted for review by PATH:

- Please send the proposal on time to avoid any last-minute technology issues.
- The technical proposal and the financial proposal should be clearly separated in different sections or files.
- No additional supporting documentation is to be submitted other than what the RFP has requested. PDF, JPG, PPT, Word, and Excel formats can be used for any additional information (other formats should be avoided and may not be operationally supported).
- For ease of review, any supporting documents must be attached separately to your main proposal and clearly labeled as to which part of your proposal each relates.
- Any generic policy document submitted needs to clearly indicate the section that is relevant to your proposal.
- Deliberate alteration of a PATH requirement as part of your proposal will invalidate your proposal; and for evaluation purposes, you may be deemed not to have responded to the requirement.
- Your proposal (technical and financial) may be incorporated into the contract as appropriately determined at the contract negotiation stage.