





iii. All aspects of r

- ii. The University Executive Board, under the chairmanship of the Vice-Chancellor, is the primary management board with responsibility for the financial dealings of the University.

The Investments Committee of the University of Reading is responsible for setting and monitoring the [investment policy](#) of the University's managed endowed funds and for the appointment of investment managers. The Investments Committee is a sub-committee of the Strategy and Finance Committee. The University expects its investment managers to take account of social, environmental and ethical considerations in the selection, retention and realisation of investment.

- iv. The Procurement Office oversees the implementation of the University's [procurement policy](#), ensuring that expenditure of University funds on goods and services takes place with the highest levels of probity, ethical propriety and transparency.
- v. Members of the University must at all times conduct business without the use of corrupt practices or acts of bribery. [Financial policies and procedures](#) and, specifically, the [Expenses and Hospitality policy](#) give clear guidance on appropriate procedures and behaviours.
- vi. Members of the University are required to recognise and declare and manage associations and activities that might give rise to conflicts of interest. Such declarations are retained on the University's [Register of Interests](#).

## **5. Fundraising and gifts**

- i. The Strategy and Finance Committee, under the chairmanship of the President of the Council, is the primary governing body on behalf of the Council with responsibility for all issues related to the financial dealings of the University including the areas of fund-raising and gifts.
- ii. The University Executive Board, under the chairmanship of the Vice-Chancellor, is the primary management body with responsibility for all issues related to fund-raising and gifts.
- iii. All aspects of the governance of fundraising and gifts to the University are overseen by the Director of the Campaigns and Supporter Engagement Office.

Where necessary, the ethical propriety of proposed donations to the University are considered by the Fundraising Ethics Committee.

## 6. Staffing

- i. The Remuneration Committee, under the Chairmanship of a Vice-President of Council, is the primary governing body on behalf of the Council with responsibility for consideration of employment matters including but not limited to the remuneration of senior staff of the University.
- ii. The University Executive Board, under the chairmanship of the Vice-Chancellor, is the primary management body with responsibility for all issues related to staffing and employment.
- iii. The principles of the University's ethical policies in relation to staffing and employment are encapsulated in the [Values and Behaviours](#) strategy, to which all staff are expected to adhere. Implementation of the policies and procedures to deliver this strategy is undertaken by Human Resources and overseen by the Staffing Committee.

## 7. Governance of the Ethical Framework

- i. Changes to the University's Ethical Framework will be brought by the University Secretary to the University Executive Board as necessary, which in turn will make recommendations to the Appointments and Governance Committee in its role on behalf of the Council as the primary governing body with responsibility for matters of governance.
- ii. Policies to which reference is made in the Ethical Framework will be approved as set out in the University's statement on policies.
- iii. The Audit Committee will from time to time if it so determines review any aspect of the University's Ethical Framework or any aspect to which the Ethical Framework refers.

| Keeper | Reviewed | Approved by | Approval date |
|--------|----------|-------------|---------------|
|        |          |             |               |