

Governance Code: Principles of Good Governance

SOA Research Company Limited by Guarantee

We, the Board of *SOA Research Company Limited by Guarantee*, commit to:

Principle 1: Advancing our organisation's purpose

We do this by:

- 1.1 Agreeing our vision, purpose and values and making sure that they remain relevant;
- 1.2 Clearly and concisely stating our organisation's purpose in our Constitution;
- 1.3 Developing, resourcing, monitoring and evaluating a strategic plan to make sure that our organisation achieves its stated purpose.

Principle 2: Behaving with integrity

We do this by:

- 2.1 Being honest, fair and independent;
- 2.2 Understanding, declaring and managing conflicts of interest and conflicts of loyalties;
- 2.3 Protecting and promoting our organisation's reputation.

Principle 3: Leading our organisation

We do this by:

- 3.1 Managing, supporting and holding to account staff, and all who act on behalf of the organisation.
- 3.2 Preparing written and agreed operational policies, where needed, to guide the actions of everyone involved in our organisation.

Principle 4: Exercising control

We do this by:

- 4.1 Identifying and complying with all relevant legal and regulatory requirements;
- 4.2 Making sure there are appropriate internal financial and management controls;
- 4.3 Identifying major risks for our organisation and determining ways of managing the risks.

Principle 5: Working effectively

We do this by:

- 5.1 Making sure that our individual board members and staff understand their: role, legal duties, and delegated responsibility for decision-making;
- 5.2 Making sure that as a board we exercise our collective responsibility through board meetings that are efficient, effective and accurately recorded;
- 5.3 Making sure there are suitable board recruitment, succession, and development processes in place.

Principle 6: Being accountable and transparent

We do this by:

- 6.1** Identifying those who have a legitimate interest in the work of our organisation (stakeholders) and making sure there is a regular and effective communication with them about our organisation;
- 6.2** Responding to stakeholders' questions or views about the work of our organisation and how we run it;
- 6.3** Following the reporting requirements of our funders.

We confirm that our organisation is committed to the standards outlined in these principles. We commit to reviewing our organisational practice against the recommended actions for each principle every year.

Padraig Flynn

Chairperson of the Board

Date: 19/04/2023

Colin McDonnell

Company Secretary

Date: 19/04/2023