



# Corporate Social Responsibility Policy

People Management Division



OFFICE of the DEPUTY PRIME MINISTER  
MINISTRY for HEALTH

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## **Corporate Social Responsibility Policy**

This policy aims to ensure the provision of an ethical service whilst considering human rights as well as the social, economic, and environmental impacts of what we do. The Ministry for Health will continue to strive towards community development with a special emphasis on areas requiring more focus and attention.

### **Objectives of the Policy**

This People Management Division's Corporate Social Responsibility policy intends to establish a framework of reference. This framework endeavours to achieve our core values and upholds the principles of the various Codes of Ethics and Professional Conduct which govern all public officers, including a number of individual professions, thereby reflecting the corporate commitment we make to the community. We aim to demonstrate these responsibilities through our actions and within our organisational policies.

There are three main strands to our CSR framework of reference:

#### **1. The Environment**

We are committed to reducing our direct impact on the environment by actively managing our waste, emissions, and consumption of natural resources.

#### **2. Employee Health and Wellbeing**

We aim to promote a workplace that encourages diversity and equal opportunities for all by respecting the values of our employees, providing good conditions of work and equal opportunities, thereby improving employee motivation and retention. We also actively encourage professional development by providing the necessary training opportunities to our employees, hence developing their intellectual capacity for their greater benefit and quality of life.

We embrace a health, safety and well-being approach for our employees. Training on wellness at work will take place to prepare employees on how to achieve a better way of life at the workplace.

#### **3. Community**

To play a positive role in our society, we are committed to foster a culture that promotes employee fundraising. We actively support local Voluntary Organisations by organising fund-raising activities and other events that promote Corporate Social Responsibility within the Ministry for Health.

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Hence, our intention is to organise and participate in selected initiatives aimed at contributing towards the economic, environmental and social welfare of the general community.

### **Corporate Social Responsibility**

To fulfil our corporate social responsibilities, the People Management Division is committed to set up a "Corporate Social Responsibility Committee". This committee will be chaired by the Director General (People Management) and include a member representing every Health Entity/Unit. The main aim will be to bring together its members and identify the prevailing social and environmental concerns and organise a number of CSR activities in an attempt to provide a valid contribution to society. Moreover, the Committee will be responsible to maintain an open dialogue to ensure that we fulfil the requirements outlined within this policy. Our target is to hold a minimum of two (2) activities per year. At least one event will be targeted towards the help to protect the environment and another towards social concerns.

The committee will hold regular meetings to decide on plausible CSR programmes and initiatives for each year and accordingly recommend the agenda to the Permanent Secretary (Ministry for Health). The selection of the organisation will be based on the most suitable as deemed by the committee. Preference will be given to the most growing concern at the given time. The committee will be responsible to report to the Permanent Secretary (Ministry for Health) each year on their results. In addition, a CSR Report will be published each year to update MFH employees on recent achievements in the implementations of CSR Policy.

The CSR Committee will always ensure adherence to this policy. Any suggestions are to be forwarded on [peoplemanagement.health@gov.mt](mailto:peoplemanagement.health@gov.mt)

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