Building Transparency. Driving Growth.

Code of Conduct

IRIS Business Services



Code of Conduct

IRIS Business Services (IRIS) is committed to upholding ethical standards in all its business dealings. All personnel working on behalf of IRIS are expected to adhere to all applicable laws and regulations and to demonstrate ethical behavior in their business relations and decisions. IRIS ensures that the highest ethical and legal standards are upheld in all its business transactions.

IRIS has a "Code of Conduct" which is a part of the Employee Manual and Induction training. There is induction training for new employees and annual training for employees such as discipline, behavior, ethics, and code of conduct. The Manual is accessible by all employees on the intranet site.

IRIS demonstrates the commitment to supporting and promoting human rights by maintaining a workplace that is free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. IRIS believes that all employees deserve to be treated with integrity and respect and promotes a work environment of transparency and trust. IRIS' HR policy ensures that a safe, healthy, and productive workplace is maintained for all employees and it complies with all applicable laws, regulations, and internal policies.

IRIS supports equal pay for work of equal value and ensures that everyone in the organization gets equal pay if they do identical or similar jobs, or completely different work that can be shown to be of equal value when based on "objective" criteria. These objective criteria tend to encompass job-related characteristics such as skills, effort, levels of responsibility, working conditions and qualifications.

IRIS has been supporting remote working even before it became a norm across the world. IRIS supports work-life balance by providing freedom to employees to make schedules for themselves to perform work and life commitments with ease. Some of the work-life balance initiatives undertaken:

1. Flexible working conditions to employees to choose from remote or office location
2. Flexible work schedules to complete the projects
3. Flexible leave policies
4. Fostering a healthy work environment
5. Providing continuous training and support

IRIS has an Employee Manual in place in order to facilitate an anti-corruption and anti-bribery ethos in the organization. Employees are expected to inculcate strict discipline and decorum in their work culture at all times and adhere to the rules as defined in the IRIS Employee Manual. Any form of data, written or otherwise, gathered and used during the deliverance of an employee's functions, is the exclusive property of the Company and the employee shall make every attempt to maintain the secrecy and integrity of all such documents. Divulgence in the form of the proliferation of official data or by word of mouth is read as incongruent with the working norms of IRIS' establishment.

We also have HR policies and training which always emphasize on code of conduct amongst employees. Any unethical activities can be reported by employees to appropriate channels in the organization.

IRIS KNOWLEDGE FOUNDATION

The CSR initiatives of IRIS Business Services leverage the company's expertise in technology to devise technology solutions for structuring and designing databases comprising social and economic data to provide readily usable quality content for different purposes such as programme management, social and economic research, policy enhancement, and for public education.

IRIS' INITIATIVES

a. ESOCIAL SCIENCES (eSS)

   IRIS is a promoter of rigorous research in the social sciences and humanities on (and largely in) India and South Asia. The objective is to be inclusive rather than exclusive in terms of perspectives and topics. The peer reviewed eSS the Journal, the core of the eSS portal features research papers and other sections.

b. GLOBAL YOUTH HELP DESK

   Global Youth Help Desk is a CSR initiative by IRIS, developed in collaboration with partners to provide up-to-date information on urban youth issues, regionally and globally encouraging youth and development. It aims to promote best practices, knowledge sharing & action on urban youth issues.

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