



SURKOVSKY CENTRE LTD

RESEARCH ETHIC POLICY

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1. Purpose

The purpose of this Research Ethics Policy is to establish the ethical framework governing all research activities undertaken, commissioned, funded, supervised or published by **Surkovsky Centre Ltd**.

The Company is committed to ensuring that all research is conducted lawfully, responsibly, independently and in accordance with internationally recognised principles of research integrity, scientific excellence and respect for human dignity.

This Policy supports the Company's mission to advance education, scientific research, innovation and professional development while maintaining the highest ethical standards.

2. Scope

This Policy applies to:

- Directors;
- employees;
- researchers;
- academics;
- consultants;



- visiting scholars;
- students conducting research on behalf of the Company;
- contractors;
- volunteers;
- external collaborators.

It applies to every research activity carried out under the name or authority of **Surkovsky Centre Ltd**, regardless of funding source, location or research discipline.

3. Principles of Ethical Research

All research conducted by the Company shall be based upon the following principles:

- integrity;
- honesty;
- independence;
- objectivity;
- accountability;
- transparency;
- scientific excellence;
- respect for human rights;
- respect for participants;
- responsible innovation.

Ethical considerations shall form an integral part of every stage of the research lifecycle.

4. Research Integrity

Researchers shall:

- conduct research honestly and professionally;
- accurately record research activities;
- present findings objectively;
- acknowledge limitations of research;
- maintain complete and verifiable records;
- avoid misleading interpretations.

Research integrity represents one of the fundamental values of Surkovsky Centre Ltd.



5. Compliance with Laws and Regulations

All research shall comply with:

- applicable legislation of the United Kingdom;
- UK GDPR;
- Data Protection Act;
- Equality Act;
- Copyright legislation;
- applicable international conventions;
- contractual obligations;
- internal Company policies.

Where research is conducted internationally, researchers shall also comply with the legal requirements applicable within the relevant jurisdiction.

6. Research Ethics Committee

Where appropriate, the Director may establish an independent Research Ethics Committee (REC).

The Committee may:

- review research proposals;
- assess ethical risks;
- request amendments;
- approve research projects;
- monitor ongoing studies;
- investigate ethical concerns.

Research involving higher ethical risk should not commence before ethical approval has been granted.

7. Respect for Human Participants

The dignity, rights, safety and wellbeing of research participants shall always take priority over scientific or commercial interests.

Researchers must minimise foreseeable risks and maximise potential benefits.

Participation must always be voluntary.



No participant shall be subjected to coercion, intimidation or undue influence.

8. Informed Consent

Participation in research normally requires informed consent.

Researchers shall ensure that participants receive clear information regarding:

- the purpose of the research;
- expected procedures;
- possible risks;
- potential benefits;
- confidentiality;
- storage of personal data;
- the right to withdraw without penalty.

Consent should normally be documented before participation begins.

9. Research Involving Children and Vulnerable Persons

Research involving children or vulnerable individuals requires enhanced ethical safeguards.

Researchers must ensure:

- parental or legal guardian consent where required;
- age-appropriate information;
- additional protection measures;
- minimisation of psychological or physical risks;
- safeguarding procedures.

The best interests of participants shall always take precedence.

10. Privacy and Confidentiality

Researchers shall protect confidential information obtained during research activities.

Personal information shall:

- be collected lawfully;
- be limited to what is necessary;
- be stored securely;



- be protected against unauthorised access;
- be retained only as long as necessary.

Confidential information shall never be disclosed without lawful authority.

11. Data Management

Research data shall be:

- accurate;
- complete;
- traceable;
- securely stored;
- properly backed up;
- retained in accordance with applicable retention schedules.

Researchers are responsible for maintaining the integrity of research records throughout the entire research lifecycle.

12. Artificial Intelligence in Research

Artificial intelligence may support research activities where appropriate.

However, AI technologies shall never replace the professional judgement of researchers.

Researchers remain fully responsible for:

- verifying AI-generated content;
- validating research findings;
- ensuring factual accuracy;
- identifying limitations of AI tools;
- maintaining transparency regarding AI use.

The undisclosed use of AI to generate research results, fabricate evidence or misrepresent authorship is prohibited.

13. Publication Ethics

Publications produced by Surkovsky Centre Ltd shall be:

- truthful;
- accurate;



- transparent;
- properly referenced;
- free from plagiarism;
- supported by evidence.

Negative or unexpected findings shall not be deliberately suppressed where their publication contributes to scientific understanding.

14. Authorship

Authorship shall reflect genuine scholarly contribution.

Individuals shall not be listed as authors unless they have made a substantial contribution to:

- research design;
- data collection;
- analysis;
- interpretation;
- manuscript preparation.

Honorary, guest or gift authorship is prohibited.

15. Conflicts of Interest

Researchers shall disclose any financial, personal or professional interests that could influence the conduct or interpretation of research.

Potential conflicts shall be managed transparently and documented appropriately.

16. Research Misconduct

Research misconduct includes, but is not limited to:

- fabrication;
- falsification;
- plagiarism;
- selective reporting;
- manipulation of data;
- unethical experimentation;
- inappropriate authorship;



- concealment of conflicts of interest.

Allegations shall be investigated confidentially, fairly and without unnecessary delay.

17. Reporting Ethical Concerns

Any individual who becomes aware of unethical research practices is encouraged to report their concerns to the Director.

Reports shall be treated confidentially.

No person shall suffer retaliation for reporting concerns in good faith.

18. Responsibilities

The Director is responsible for:

- implementation of this Policy;
- ensuring ethical governance;
- maintaining compliance;
- promoting responsible research.

Researchers are responsible for ensuring that their own work complies fully with this Policy.

19. Monitoring and Review

Compliance with this Policy may be monitored through:

- internal audits;
- research reviews;
- publication reviews;
- ethics assessments.

This Policy shall be reviewed at least annually or whenever significant legislative or organisational changes occur.

20. Approval

This Policy has been approved by the Director of Surkovsky Centre Ltd and enters into force on the effective date stated above.



Approved by:

Director
Surkovsky Centre Ltd

Signature:

Name: Jozef SURKOVSKY

Date: 1 August 2026

Document History

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1.0	1 August 2026	Initial issue	Director

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