



RFP N100024

**Mapping How Fungi and Fungal Diseases Are Understood and
Addressed by Those Closest to the Issue in India, South Africa,
Thailand and the UK**

**RFP N100024**

Mapping How Fungi and Fungal Diseases Are Understood and Addressed by Those Closest to the Issue in India, South Africa, Thailand and the UK

Wellcome improves health for everyone by funding research, leading policy and advocacy campaigns, and building global partnerships. Collaborative research that involves a diverse range of people from different fields of interest is key to progress in health science – and to achieving our aim of fostering a healthier, happier, world. We're taking on the biggest health challenges facing humanity – climate and health, infectious disease, and mental health – to find urgent solutions and accelerate preventions. Find out more about Wellcome and our work at: wellcome.org.

If you are interested in working with Wellcome on this activity, please review the information below this explains the activity in which Wellcome is seeking proposals for, timetable, what questions Suppliers need to complete and how to engage with us further, to ensure you are successful please read the whole document and answer the questions within the section(s). Responses should be made via the Oracle portal. Responses will not be accepted outside of the system.

All suppliers are required to register on Oracle if they have not already done so. Please allow at least three working days before the final submission date to ensure you complete registration and receive approval in time to meet the deadline.

The first stage is the opportunity for the Supplier to input into RFP and ask any questions you may have on the information provided. Known as the Q&A (Question and Answer).

Once question section is closed Wellcome will upload the Answers to all questions, so you can use this to formulate your answers to the Full proposal response. At this point we will open the next stage for you to be able to submit your proposal. Please note that you will see "Not Applicable" in the evaluation criteria until this final stage is open.

Wellcome Contact Details

The single point of contact within this RFP exercise for all communications is as indicated below:

Name	Alison Coates
Role	Procurement Specialist
Email	RFP@Wellcome.org

Table of Contents

1 Synopsis	4
1.1 Background and Objectives	4
1.2 Specification	5
1.3 Timetable	12
1.4 Guidance on Submission and Process	12
1.5 Contract Terms and Conditions	13
1.6 Attachments	13
2 Responses Required	14
2.1 Section 1. Supplier Q&A	14
2.2 Section 2. Full Proposal Submission	15
2.3 Section 3. Research Methodology, Proposed Approach	15
2.4 Section 4. Relevant Experience and Case Studies	15
2.5 Section 5. Team Structure, Roles, Responsibilities, and Communication	16
2.6 Section 6. Budget, Value for Money, and Accessibility Requirements	16
2.7 Section 7. Inclusion, Ethical Practice, and Participant Safeguarding	16
3 Evaluation Criteria	17
4 General Information	20
4.1 Data Protection	20
4.2 Equity Diversity and Inclusion	20
4.3 Disability Confident	20
4.4 Accessibility	20
4.5 Independent Proposal	21
4.6 Funding	21
4.7 Costs Incurred by Prospective Suppliers	21
4.8 Environmental Sustainability	21

1 Synopsis

This RFP aims to build a clear, grounded understanding of how fungi and fungal diseases are recognised, discussed, and addressed by those closest to the issue in India, South Africa, Thailand and the UK, so that Wellcome can better understand real-world experience and need. It seeks to uncover who encounters fungal disease in practice, how people perceive and describe it, what questions or concerns matter most to them, and how their insights connect to existing research and systems. By mapping key actors, identifying knowledge gaps, and exploring opportunities for more inclusive and community-informed research, this work aims to inform Wellcome's thinking on potential future directions for supporting impactful research on fungi and fungal diseases.

1.1 Background and Objectives

Wellcome is exploring the role of fungi and fungal diseases across its [Discovery Research, Climate and Health](#) and [Infectious Disease](#) programmes. For further information, please visit our [website](#).

As part of this RFP, we want to understand how fungal disease is recognised, discussed, and addressed by those closest to the issue – including people experiencing it, responding to it in professional or informal roles, conducting research on it, or observing its impacts. The geographical focus needs to be on India, Thailand, South Africa, and the UK. These countries have been selected due to their alignment with Wellcome's influencing priorities and Infectious Disease focus geographies. Although the known fungal disease burden across India, Thailand and South Africa is relatively small, each has relevant infrastructure and emerging evidence that make further exploration both feasible and valuable.

Across 2025, Wellcome launched several projects that explore different aspects of fungi across our Discovery Research, Climate and Health, and Infectious Disease programmes, including work [investigating the impacts of climate variability and climate change on fungal pathogens of public health importance](#). As we build a cohort of work in this space, we want to ensure that suppliers have opportunities for knowledge exchange and shared learning. We therefore anticipate that the successful supplier for this RFP will engage with other Wellcome contracted teams at least once during the project, with the option for additional exchanges where helpful. If we identify introductions within our broader fungi portfolio that may support your work, we may propose them and would hope you are open to this collaboration.

Fungi remain under-researched organisms across all ecological systems and microbiomes. Fewer than 10 per cent of an estimated 1.5 to 3.8 million fungal species have been described. These organisms are vital to living systems, offering both significant benefits (for example, food, therapeutics) and serious risks (for example, pathogens). Their unique biology, coupled with limited research tools, leaves critical gaps in our understanding.

Fungal diseases are often overlooked in clinical settings, partly because their symptoms mimic those of other common conditions. Diagnosis is frequently delayed or missed altogether due to limited access to testing and a lack of clinical guidance. As populations live longer and more people survive serious illness, the number of

individuals vulnerable to fungal disease continues to grow.

Objectives:

This RFP aims to inform Wellcome's future direction in this space by developing a clearer picture of:

- **Who**, in practice, is seeing the signs and impacts of fungal disease such as individuals and communities including community members frontline healthcare workers, pharmacists, traditional healers, housing advocates, agricultural workers, or community organisers.
- **How** these individuals currently understand, talk about, and respond to fungal diseases including language used or missing, health-seeking behaviours, perceptions of transmission, and agricultural or environmental impacts.
- **What** key questions or concerns these groups raise in relation to fungal disease, and how their insights could shape future research priorities; this includes exploring experiences of both deadly and chronic (but non-fatal) fungal conditions, to help distinguish the different kinds of need that arise across severity, context, and daily impact and
- **Which** research organisations, networks, institutions are already active in this field across our priority regions or could potentially move into it, for example, civil society organisations (CSOs) working on HIV, where fungal disease is highly relevant or specialist NHS centres and academic groups in the UK.

This work will help Wellcome make more informed decisions about how to frame and structure future research and engagement. It will surface potential partners, reveal gaps in language and understanding, and offer insight into how fungal disease plays out in real-world systems, from healthcare and housing to informal care networks. It will also help Wellcome understand how different forms of fungal disease are perceived and prioritised - whether chronic, recurrent, or life-threatening and where further research or support may be needed in response. The findings will shape Wellcome's future investment and agenda-setting in this space.

1.2 Specification

This section outlines the specifications for the deliverables in this RFP exercise. Suppliers should use this section to fully understand Wellcome's requirements and to inform their response. Wellcome will be guided by the supplier as to what is a reasonable budget for this activity and approach.

The primary output will be a **landscaping and scoping report that maps how fungal disease is recognised, talked about, and responded to by those closest to the issue – and how this connects to the current state of research, awareness, and practice across India, Thailand, South Africa and the UK.**

The report should support Wellcome to identify opportunities for more inclusive, community-informed research

and engagement, and contribute to future agenda-setting across our fungi and fungal disease portfolio.

We would expect the report to cover the following areas:

- **Who is encountering and responding to fungi and fungal disease especially fungal infections.** This may include, but should not be limited to:
 - Individuals with lived experience of fungal disease (for example, patients, survivors, carers, members of peer or self-help groups, people living with HIV or TB and have been affected by fungal infection)
 - Frontline healthcare professionals (for example, doctors, nurses, midwives, pharmacists, laboratory technicians, community health workers, paramedics, allied health professionals, note that community health workers are particularly critical in South Africa and India, while Thailand may involve more village health volunteers. The UK context could include NHS community nurses, GP practice staff, or community pharmacists)
 - Traditional or alternative medicine practitioners (for example, herbalists, traditional healers, Ayurvedic practitioners [India], faith-based healers and sangomas [South Africa], traditional Thai medicine practitioners and Buddhist healers [Thailand], homeopaths where relevant)
 - Agricultural and food industry workers (for example, farmers, grain handlers, food processors, brewers, bakers, street food vendors, market traders, rice mill workers [India and Thailand], sugarcane workers [India and South Africa], wine industry workers [South Africa])
 - Housing advocates, construction workers, or landlords (for example, mould remediation specialists, building inspectors, tenant rights advocates, informal settlement community leaders [South Africa and parts of India], housing association staff where present, maintenance workers. In the UK this could be social housing providers or council housing officers damp and mould surveyors)
 - Community organisers and informal care providers (for example, mutual aid groups, grassroots campaigners, volunteer health educators, family carers, religious leaders [including temple committees in Thailand, church leaders in South Africa, and faith-based NGOs in India], youth leaders)

These individuals are often among the first to observe the effects of fungi and fungal disease even if they do not initially identify them as fungal in origin. They are likely to be key contributors to future research and engagement in this space.

- **What these individuals observe, believe, and experience in relation to fungi and fungal disease.** We want to better understand:
 - Local perceptions and beliefs about fungi and fungal disease
 - Health-seeking behaviours and decision-making in response to symptoms
 - Lived experiences of fungal disease in contexts such as agriculture, housing, food work,

- or healthcare
 - Language, metaphors, and framings used to talk about fungi and fungal disease
 - Where perceptions differ in relation to diseases that are chronic but not fatal, versus those that are severe or life-threatening, and how these differences shape treatment, attention, or neglect
 - Barriers to diagnosis, treatment, or recognition of fungal causes
- **Where fungi and fungal disease research is already happening and where gaps exist.** This includes:
 - Mapping current research actors, networks, and institutions focused on fungi and fungal disease across all four countries.
 - Identifying areas that are under-researched or disconnected from real-world experience
 - Highlighting where chronic and fatal fungal diseases are being treated as distinct or interlinked issues across the research ecosystem
 - Surfacing questions, needs, or concerns raised by affected individuals or groups that could shape future Wellcome research priorities
- **How Wellcome might meaningfully engage with individuals and communities in future research on fungi and fungal disease.** This includes:
 - Identifying respectful and appropriate approaches to engagement across all four country contexts
 - Understanding barriers to participation (e.g. stigma, misdiagnosis, cultural framing, invisibility of the issue, issues of health literacy trust in institutional research)
 - Exploring how different knowledge systems (e.g. biomedical, traditional, ecological) shape understanding and response
 - Recommending possible models for more inclusive, participatory research and co-creation of knowledge

We are especially interested in understanding what participation could look like in each context, who might be involved, and how this work could complement or interact with broader research on fungi and fungal disease.

The supplier is encouraged to use culturally appropriate and context-specific participatory methodologies, drawing on local traditions, communication styles, and forms of expression. This may include:

- **Citizen-led approaches** such as citizen assemblies, citizen-generated data, or community-driven citizen science
- **Participatory and creative methods** including storytelling, oral history, visual arts, poetry, drama, responsive dialogues, photovoice, body mapping, or participatory research models
- **Indigenous and community knowledge-sharing practices**
- **In the UK context, methods that are sensitive to multicultural and multilingual communities, including diaspora populations, may be particularly relevant**

We welcome recommendations that are grounded in the perspectives and lived experiences of those closest to fungal disease, and that reflect the cultural, linguistic, and social contexts of the areas involved.

As this is a landscaping exercise, we are particularly interested in identifying inclusive ways of working that centre individuals and groups with direct insight into the causes, impacts, and responses to fungal disease. Where the supplier identifies strong examples of locally driven or community-informed practice, these should be included in the final recommendations to help Wellcome learn from, and build on, what is already working.

Approach

Please ensure that your approach prioritises the inclusion of diverse perspectives and voices, and that appropriate methodological choices are applied across the different elements of this work. We recognise that certain aspects of the report will require equitable and participatory methodologies – particularly where engagement with those closest to fungal disease is central to capturing lived experience and insight.

Other components may be better addressed through desk-based research, including literature reviews and secondary analysis. Please clearly outline your proposed methods and justify their use within each section of the report.

Expertise required

This commission will require suppliers with expertise in qualitative and participatory research, culturally grounded engagement, ethics and safeguarding, and multi-country project delivery. Suppliers should have experience working with diverse communities and frontline actors, possess strong analytical and synthesis skills, have regional experience in at least one of the focus countries, and be able to produce high-quality and accessible outputs. Relevant subject matter knowledge on fungal disease or public health is desirable, alongside a demonstrable commitment to equitable partnerships. Suppliers should also outline credible plans for working effectively across all four countries, whether through direct presence, established partnerships, or locally grounded collaborators.

Deliverables

This RFP will have the following key deliverables:

- **An interim landscaping and scoping report** outlining findings at the midpoint of the project
- **A final landscaping and scoping report** covering all findings across the research questions which is completed to a publishable standard.

- The final landscaping and scoping report must incorporate the following core analytical components. These outputs are considered essential to the delivery of the work. They should also be available as **standalone resources** where appropriate
 - **Stakeholder Mapping Spreadsheet**
 - **Role Influence Matrix:** Identifying key actors shaping response, research, or policy, and their relative influence
 - **Research Ecosystem Map/Spreadsheet:** Capturing institutions by geographic location, thematic focus, and degree of community engagement
 - **Gap Analysis Table:** Identifying under-researched areas, particularly those relating to community-level experience or action
 - **Summary of Emergent Themes and Provocations:** Synthesising key insights and unanswered questions raised by those closest to the issue
- **Four concise country reports** (no more than 5 pages each), summarising the "Who," "How," "What," and "Which" for India, South Africa, Thailand and the UK.
- **A short cross-country synthesis** (1–3 pages) outlining key contrasts and shared themes across India, South Africa, Thailand and the UK and what this means for future research design, prioritisation, and engagement.
- **Summary slide deck** (up to 10 slides) for internal and stakeholder use
- **Two presentations:**
 - One to Wellcome's internal fungal working group
 - One to a broader Fungal research stakeholders at Wellcome led event in 2026 (this is dependent on stage of project at point of event)

We welcome additional outputs you believe would add value to the work. However, only those listed above are considered essential and should be costed and confirmed in your proposal.

Deliverable # 1: Identify who is most likely to encounter and respond to fungal disease in practice:

Associated Research Questions:

- Who is currently seeing, responding to, or affected by fungal infections, including those who may not recognise them as fungal in origin?
- What roles do individuals such as patients, informal carers, healthcare professionals, agricultural, food, housing, or environmental workers play?
- Who is overlooked but has relevant insight or influence?
- How does this differ across India, South Africa, Thailand and the UK?

Potential Supporting Outputs:

- Persona Profiles – rich, accessible summaries of key actors

Deliverable #2: Understand how fungal disease is perceived, experienced, and talked about:

Associated Research Questions:

- What beliefs, metaphors, or framings shape understanding of fungi and fungal disease?
- What language is used or missing?
- What health-seeking behaviours or cultural norms guide response?
- How are different severities of fungal disease (e.g. chronic versus life-threatening) perceived and responded to by individuals or systems?
- What barriers to diagnosis or care exist?
- How do these perceptions and experiences differ across India, South Africa, Thailand and the UK?

Potential Supporting Outputs:

- Lexicon / Language Sheet
- Mental Models Map or Infographic
- Illustrative case examples (e.g. misdiagnosis or delayed care)

Deliverable #3: Explore what questions and priorities emerge from those closest to the issue:

Associated Research Questions:

- What knowledge gaps are most pressing?
- What concerns, needs, or curiosities emerge from community members or practitioners?
- What new questions arise through this research?
- How do priorities vary across India, South Africa, Thailand and the UK, and what cross cutting themes emerge?

Potential Supporting Outputs:

- Community Research Priority Matrix – mapped against existing gaps

Deliverable #4: Map which research actors, networks, and institutions are already active in the field:

Associated Research Questions:

- Which organisations, networks, or programmes are working in this space?
- Who is producing high-quality, community-relevant work?
- Where are the gaps, geographic, disciplinary, or relational?
- Which institutions are exploring the distinction between chronic and severe disease forms, and how might that shape research or policy?
- Which formal and informal research actors (including CSOs, traditional or community groups, and practitioner networks) are shaping knowledge?
- How does the research landscape differ across India, South Africa, Thailand and the UK?

Potential Supporting Outputs:

- Top 5–10 Institutional Profiles (2-page briefings)

1.3 Timetable

#	Activity	Responsibility	Date
1	RFP issue to Suppliers	Wellcome	12-May-2026
2	Submission of Expression of Interest and Supplier Q&A	Supplier	26-May-2026
3	Return of Supplier Q&A to Suppliers	Wellcome	03-Jun-2026
4	Submission of RFP Response	Supplier	12-Jun-2026
5	RFP Evaluation Period	Wellcome	15-Jun-2026 to 23-Jun-2026
6	Supplier Presentations	Supplier	06-Jul-2026 to 17-Jul-2026
7	Notification of Contract Award	Wellcome	
8	Contract Negotiation	Wellcome & Supplier	
9	Contract Start Date	Wellcome & Supplier	

1.4 Guidance on Submission and Process

Submission:

- Suppliers submitting a full proposal should answer the following questions listed below
- All sections should be completed as fully as possible for Wellcome to review and score your responses once the submission period is closed. Please ensure you attach all information.
- Supplier's responses should be submitted via the Oracle portal. Once you have submitted your response you will be notified that it has been received
- Suppliers are allowed to revise their submitted response until the close date.
- Throughout this process Wellcome will ensure you are notified and contacted when you have been successful and unsuccessful

Supplier Presentations:

- Following a submission of the proposal successful proposals will be invited to an in-person or virtual

meeting the duration will be confirmed. This may comprise of a PowerPoint presentation, demo etc (depending on the activity) followed by question and answers session. We may also require a brief follow-up call after these presentations.

1.5 Contract Terms and Conditions

Wellcome will be looking to put a contract in place using Wellcome's Standard Terms and Conditions. Suppliers submitting proposals should review Wellcome's Standard terms and Conditions [document](#)

Individuals submitting proposals as a sole trader (not registered) should review this [document](#).

1.6 Attachments

File Name or URL	Title	Type	Description
Supplier Questions Template.docx	Supplier Questions Template.do	File	



2 Responses Required

* Response is required

2.1 Section 1. Supplier Q&A

*1. Please provide a non-binding cost estimate as a single figure in GBP for this activity.

Attachments are optional.

*2. Prior to the submission of your full proposal to the RFP, Suppliers are provided the opportunity to submit any questions they have about the exercise and the activity. All questions will be collated, anonymised, answered and returned to all Suppliers who have submitted an expression of interest in the RFP process. Please make sure you ask all questions at this stage. Once Wellcome have responded to all questions if you have any additional questions after this deadline these will not be answered to ensure that this is a fair and equitable process.

Submitting an Q&A is not a binding commitment to submit a full proposal should your organisational priorities change, you will not then be penalised for future opportunities.

Please note, if we have an overwhelming response, we may choose to use this EOI stage as a selective phase, this is at Wellcome's discretion.

Please add you questions to the attached document.

Attachments:

File Name or URL	Title	Type	Description
Supplier Questions Template.docx	Supplier Questions Template.do	File	

Attachments are required.

2.2 Section 2. Full Proposal Submission

1.

After you have reviewed each of the questions below in Section 2;

- Research Methodology, and Proposed Approach (2.5 pages max.)
- Relevant Experience and Case Studies (1 page max.)
- Team Structure, Roles, Responsibilities and Communications (0.5 page max.)
- Budget, Value for Money, and Accessibility Requirements (0.5 page max.)
- Inclusion, Ethical Practice, and Participant Safeguarding (1.5 page max.)

Please upload a single document detailing your proposed response, ensuring you keep within the page limit as specified for each question.

We have locked down your ability to answer directly in the sections below to ensure we avoid repetition of your responses, for Wellcome to receive a consolidated document.

2.3 Section 3. Research Methodology, Proposed Approach

1. Please describe how you will deliver the work, referencing the four core research questions. Your response should outline:

- The research methodology and why it is appropriate
- How the approach addresses the aims, questions, and deliverables
- The structure and phases of the work
- How the approach will generate credible, useful, and actionable results
- How you will ensure appropriate coverage across India, South Africa, Thailand and the UK
- How local knowledge, lived experience, and contextual understanding will inform the approach

Please answer Yes or No if you have included your answer to this question in your full Proposal submission in section 2.

2.4 Section 4. Relevant Experience and Case Studies

1. Please describe your suitability to deliver this work. Include:

- Relevant expertise, skills, and contextual understanding
- Any prior work in similar settings or methodologies
- Up to two short case studies demonstrating experience

Please answer Yes or No if you have included your answer to this question in your full Proposal submission in section 2.

2.5 Section 5. Team Structure, Roles, Responsibilities, and Communication

1. Please outline:

- Team composition, roles, and responsibilities
- Time contribution per role (FTE or days)
- How does the team structure support effective delivery across India, South Africa, Thailand and the UK?
- How communication with Wellcome will be managed and maintained

Please answer Yes or No if you have included your answer to this question in your full Proposal submission in section 2.

2.6 Section 6. Budget, Value for Money, and Accessibility Requirements

1. Please include a clear, high-level breakdown of costs:

- Fees, travel, translation, engagement/involvement or access costs.
- An explanation of value for money
- Confirmation that all documents will meet WCAG 2.2 AA accessibility requirements, or a plan and cost allocation to ensure this

Please answer Yes or No if you have included your answer to this question in your full Proposal submission in section 2.

2.7 Section 7. Inclusion, Ethical Practice, and Participant Safeguarding

1. Please describe how you will ensure that your approach is equitable, culturally relevant, and ethically robust across the four focus countries. Your response should explain how people with different voices, perspectives, and lived experiences will be included and protected throughout the work.

Include:

- How you will work with different voices and forms of lived and relational expertise
- How partners or collaborators will be identified, supported, and included
- How inclusion is embedded across design, data collection, analysis, and interpretation
- Approaches to informed consent that are culturally and contextually appropriate
- How you will safeguard participants, particularly those in vulnerable situations
- How data will be collected, stored, and used responsibly
- How country-specific ethical requirements will be met
- Any ethical or operational risks and how these will be mitigated

Please answer Yes or No if you have included your answer to this question in your full Proposal submission in section 2.

3 Evaluation Criteria

During the RFP evaluation period the evaluation panel will independently evaluate your proposal against the criteria outlined below. All scores will be collated, discussed and a decision will be agreed on who progresses to the next stage of the procurement exercise.

Criteria	Details	Weight %
Supplier Q&A		N/A
Full Proposal Submission	This section is for the supplier's submission of the consolidated full proposal document which includes all the questions requirement for section 2.	N/A

Research Methodology, Proposed Approach	Does the proposal have: • A well-justified methodology that is appropriate to the aims, research questions, and deliverables? • A coherent structure and phasing of work that supports rigorous and feasible delivery? • A credible plan for generating high-quality, actionable insights? • Strong coverage India, South Africa, Thailand and the UK, with appropriate contextual grounding? • Clear integration of local knowledge, lived experience, and contextual understanding into the approach?	N/A
Relevant Experience and Case Studies	Does the proposal highlight: • Strong and relevant experience delivering similar qualitative, participatory, or multi-country work? • Appropriate contextual understanding of at least one focus country? • Clear evidence of competence through two concise, relevant case studies?	N/A
Team Structure, Roles, Responsibilities, and Communication	Does the supplier outline: • A well-described team with clear roles, responsibilities, and realistic time commitments? • A structure that enables effective delivery across India, South Africa, Thailand and the UK? • A practical and reliable communication plan for working with Wellcome?	N/A
Budget, Value for Money, and Accessibility Requirements	Is/does the budget: • Transparent, reasonable, and represents good value for money? • Allocates costs appropriately across personnel, travel, translation, engagement/involvement, and access? • Account for WCAG 2.2 AA accessibility requirements, including paying for external support if needed?	N/A

Inclusion, Ethical Practice, and Participant Safeguarding	Does the supplier demonstrate: • A thoughtful, culturally grounded, and context-sensitive approach to inclusion? • Clear methods for engaging diverse voices and forms of lived and relational expertise? • Ethical and safeguarding processes that are proportionate, robust, and feasible? • Appropriate consent, data management, and protection measures across all four countries? • Identification of ethical or operational risks, with realistic mitigation strategies?	N/A
Accessibility	All our content should be WCAG 2.2. AAA compliant. Any documents being provided to Wellcome must pass accessibility requirements. If you are unable to produce accessible documents, budget must be set aside to employ a suitable agency to do this work.	N/A
Total:		0%

4 General Information

4.1 Data Protection

Wellcome is committed to upholding data protection principles and protecting your information. The [Wellcome privacy statement](#) explains how, and on what legal basis, we collect, store, and use personal information about you. This includes any information you provide in relation to this proposal.

Under UK Data Protection law, Wellcome must keep a record of all personal information it is processing (i.e., collecting, using, and sharing). This record will be made available to the Information Commissioner's Office upon request. This is Wellcome's record of data processing activities which meets UK [GDPR article 30](#) requirements.

Successful Suppliers will be asked to complete a TPRM and TPSRA assessment this is for Wellcome to assess how you handle data.

4.2 Equity Diversity and Inclusion

Embracing [diversity and inclusion](#) is fundamental to delivering our mission to improve health, and we are committed to cultivating a fair and healthy environment for the people who work here and those we work with. We want to cultivate an inclusive and diverse culture, and as we learn more about barriers that disadvantage certain groups from progressing in our workplace, we will remove them.

Wellcome takes diversity and inclusion seriously, and we want to partner with suppliers who share our commitment. We may ask you questions related to D&I as part of our RFP processes.

4.3 Disability Confident

The Wellcome Trust is proud to be a Disability Confident Employer (DC Level 2) and we encourage all our partners and suppliers to do the same. More information about this can be found on the government website [Disability Confident employer scheme and guidance - GOV.UK \(www.gov.uk\)](#). Disability Confident is creating a movement of change, encouraging employers to think differently about disability and take action to improve how they recruit, retain and develop disabled people.

4.4 Accessibility

Wellcome is committed to ensuring that our RFP exercises are accessible to everyone. If you have a disability or a chronic health condition, we can offer adjustments to the response format e.g., submitting your response in an alternate format. For support during the RFP exercise, contact the Wellcome Contact.

If, within the proposed outputs of this RFP exercise, specific adjustments are required by you or your team which incur additional cost then outline them clearly within your commercial response. Wellcome is committed to evaluating all proposals fairly and will ensure any proposed adjustment costs sit outside the commercial evaluation.

All our content should be WCAG 2.2. AAA compliant. Any documents being provided to Wellcome must pass accessibility requirements. If you are unable to produce accessible documents, budget must be set aside to

employ a suitable agency to do this work.

4.5 Independent Proposal

By submission of a proposal, prospective Suppliers warrant that the prices in the proposal have been arrived at independently, without consultation, communication, agreement or understanding for the purpose of restricting competition, as to any matter relating to such prices, with any other potential supplier or with any competitor.

4.6 Funding

For the avoidance of doubt, the output of this RFP exercise will be funded as a **Contract** and not as a Grant.

4.7 Costs Incurred by Prospective Suppliers

It should be noted that this document relates to a Request for Proposal only and not a firm commitment from Wellcome to enter into a contractual agreement. In addition, Wellcome will not be held responsible for any costs associated with the production of a response to this Request for Proposal

4.8 Environmental Sustainability

Wellcome is playing its part tackling the climate crisis through its mission-driven Climate & Health strategic programme.

In addition, our [Sustainability programme](#) aims to address the environmental impacts and carbon emissions of our activities and operations.

Our suppliers have a key part to play delivering on our sustainability ambitions. We expect all our suppliers to take active steps to:

- Address their environmental impacts, for instance as part of a certified Environmental Management System.
- Reduce the carbon emissions of their products and services, for instance by adopting Science-Based targets and plans to deliver them.
- Embed environmental considerations in the sourcing and delivery of goods and services to Wellcome, across all stages of their life cycle.