

SAVING
LIVES
CHANGING
LIVES



Photo: WFP/Rein Skallerud

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ETHICS IN WFP

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INTRODUCTION

At WFP, we are committed to the highest standards of conduct and integrity to effectively reach the people and communities we serve. Our actions are based on, and driven by core WFP and UN values, principles and standards. It is crucial to the work of WFP that employees uphold the United Nations Charter and adhere to the Standards of Conduct for the International Civil Service.

WFP VALUES

COLLABORATION

Working together toward a shared vision

INTEGRITY

Living up to the highest standards

HUMANITY

Improving the lives of the people we serve and each other

COMMITMENT

Delivering on our promises to each other

INCLUSION

Respecting each other's unique contributions

CODE OF CONDUCT

The WFP Code of Conduct (*see the full version on page 18*) reflects the values of fundamental human rights, social justice, the dignity and worth of the human person, respect for equal rights for men and women, as well as competence, integrity, impartiality and discretion. It also highlights WFP's commitment to anti-fraud and anti-corruption, protection from sexual exploitation and abuse of the people we serve, and mutual respect.

HUMANITARIAN PRINCIPLES

Our humanitarian response is rooted in the core humanitarian principles of humanity, neutrality, impartiality and operational independence. Together, these principles are crucial for WFP to effectively reach the people and communities we serve and to maintain the trust of our stakeholders.

Humanity

WFP will seek to prevent and alleviate human suffering wherever it is found and respond with food assistance when appropriate. It will provide assistance in ways that respect life, health and dignity.

Neutrality

WFP will not take sides in a conflict and will not engage in controversies of a political, racial, religious or ideological nature. Food assistance will not be provided to active combatants.

Impartiality

WFP's assistance will be guided solely by need and will not discriminate in terms of ethnic origin, nationality, political opinion, gender, race or religion.

Operational independence

WFP will provide assistance in a manner that is operationally independent of the political, economic, military or other objectives that any actor may hold with regard to areas where such assistance is being provided.

THE ETHICS OFFICE

The Ethics Office was created in 2008 to assist the Executive Director in nurturing a culture of ethics and accountability. The overarching objective of the Ethics Office is to enable staff to observe and perform their functions with the highest standards of integrity, as required by the **UN Charter**, the **Standards of Conduct for the International Civil Service** (2013), the **WFP Code of Conduct** and other applicable administrative issuances and practices.

The Ethics Office is an independent and formal office and an integral part of the WFP internal justice system.

It **is available to all employees worldwide**—national and international staff, consultants, interns, service contract holders, special service agreement holders, staff on secondment, junior professional officers, United Nations volunteers (UNVs), WFP volunteers, interns and fellows—regardless of contract type or duration.

The Ethics Office guides employees to think through ethical dilemmas more clearly and encourages a “speak up” culture, without fear of retaliation. The Ethics Office is also WFP’s focal point for Protection from Sexual Exploitation and Abuse (PSEA).

In addition, through membership in the **Ethics Panel of the United Nations (EPUN)** and the **Ethics Network of Multilateral Organizations (ENMO)**, **IASC Results Group 2 on Accountability and Inclusion** and the **UN SEA Working Group**, as well as coordination with the ethics offices of the other Rome-based Agencies, the Ethics Office fosters UN harmonization and coherence and shares best practices and policies with partners.

The Director of the Ethics Office reports directly to the Executive Director and is also a member of the Oversight and Policy Committee (OPC) in an advisory capacity.



MANDATE



ADVICE AND GUIDANCE

Providing consistent, timely and practical advice is one of the most critical components of the work of the Ethics Office. This includes a range of issues, including but not limited to conflicts of interest, political activities, pre- and post-employment issues. More on page 6.

ANNUAL CONFLICTS OF INTEREST AND FINANCIAL DISCLOSURE PROGRAMME

The Annual Disclosure Programme is a mechanism for the disclosure of actual, perceived and potential conflicts of interest (an incompatibility between the private interests and the official duties of employees). More on page 8.

STANDARD SETTING AND POLICY ADVOCACY

The Ethics Office advocates for the incorporation of ethical standards into organizational policies, practices, and operations, which ultimately contributes to giving a voice and empowering employees. More on page 10.

COMMUNICATIONS, EDUCATION AND OUTREACH

Knowledge and active internalization of values, standards and principles are essential components for understanding and ensuring compliance. To increase knowledge and skills on the integrity expected of all employees, the Ethics Office engages in regular training and outreach activities, as well as internal communication campaigns. More on page 12.

PROTECTION AGAINST RETALIATION

The Whistleblower Protection Policy aims, on one hand, to enable employees to report misconduct and wrongdoings and cooperate with authorized audits, inspections, investigations, proactive integrity reviews and evaluations without fear of retaliation and, on the other, to safeguard WFP against forms of misconduct or wrongdoings that are harmful to its public interests. More on page 14.

A woman wearing a blue vest with the WFP logo and a polka-dot headscarf is speaking to a group of people. The background is a warm, orange-toned photograph of a community gathering. The text "Advice and Guidance" is overlaid in white on the right side of the image.

Advice and Guidance

The Ethics Office assists employees in navigating complex situations. Ethical decision-making is key. We guide staff on issues of concern, identify applicable rules and regulations and relevant policies, ways to examine their options, and understand the potential consequences. The aim is to empower employees to make their own ethical decisions, which do not harm themselves, the people we serve, or WFP.

OUTSIDE ACTIVITIES

Remunerated or not, some external employment and activities, may interfere with the ability of employees to serve WFP, or may be incompatible with their status as international civil servants. They may also conflict with the best interests of the organization.

For these reasons, **employees can engage in outside activities only after approval has been granted through the reporting line.** The role of the Ethics Office is advisory in nature. Management has the authority to approve outside activities. The individual pursuit of studies, advancing education or training are considered compatible outside activities, and also encouraged. However, these too could present some conflicts of interest risks, and thus may need prior approval.

TO REQUEST THE REVIEW OF A PROPOSED OUTSIDE ACTIVITY, complete the [Request for Review of Outside Activity Form](#) and return to the Ethics Office via confidential e-mail: wfp.ethics@wfp.org.

The Ethics Office reviews the information provided and may consult with HR and others as needed, then advise management.

GIFTS

Employees are called to promptly and politely decline any gifts they may be offered from sources external to WFP (such as vendors, suppliers, private sector partners, donors, governments, inter/non-governmental organizations, etc.).

However, if declining or returning a gift would cause embarrassment, be offensive or otherwise unsuitable to WFP, gifts may be accepted on behalf of the organization. In such exceptional circumstances, employees should:

- Promptly disclose the gift through the electronic gifts register, located on the [WFP Self-Service Portal](#). This will send automated notifications to the recipient, the employee's supervisor, the RD/CD and the Ethics Office.
- Turn over the gift to WFP through the Ethics Office or their RD/CD.

HOSPITALITY

Employees should not accept hospitality from external parties, except for courtesies which constitute part of normal social relations, infrequent working lunches, dinners, government, diplomatic or other functions, which staff are occasionally invited to attend as part of their functions.

In all cases, the scale of hospitality accepted should not be significantly greater than the hospitality WFP and its employees would be likely to provide in return.

AWARDS AND HONORS

Employees should not seek individual recognition (awards, honors, etc.) for WFP duties. They should also avoid being placed in a position where they might be/appear to be influenced in making, delaying or omitting any official act, including business decisions, as a consequence of accepting a recognition. **If an award or honor is anticipated, employees should seek prior approval. The Ethics Office can assist you in this process.**

Annual Conflicts of Interest and Financial Disclosure Programme

预览已结束，完整报告链接和二维码如下：

https://www.yunbaogao.cn/report/index/report?reportId=5_2413

