



World Food Programme

SAVING LIVES
CHANGING LIVES

Ethics Office Strategy

2021-22

Ethics is how we do what we do



Photo: WFP/Antoine Vallas

PURPOSE

The purpose of the present strategy is to **identify, prioritize, and contextualize the strategic, resourcing and technical actions** of the Ethics Office to achieve the **strategic objectives** in support of the **vision** in accordance with the values, principles and standards of WFP while integrating/mainstreaming ethics in WFP in furtherance of the evolution of the culture of WFP.

Every day, WFP, its employees and its partners work side by side to achieve **WFP's mission of saving lives and changing lives**. Fundamental to the mission is **how we do what we do**—meaning, for all employees to act with the highest ethical standards of personal and professional conduct and, in particular, those in senior leadership and management/supervisory positions who represent **“Tone at the Top”** and **“Model in the Middle”**, respectively.

METHODOLOGY



VISION



Every activity undertaken by the Ethics Office is for the purpose of **enabling compliance with the values, principles and standards of WFP; educating and building skills of employees to make ethical decisions and take ethical actions, and live by the highest standards of integrity; thwarting or averting misconduct and/or wrongdoing** and, ultimately, for **enhancing trust in and the credibility of WFP**, both internally and externally. State Members, donors and the public support WFP with the expectation that WFP will live up to its values, principles and standards and, therefore, employees will exemplify the highest ethical standards in delivering WFP’s mission.

STRATEGIC OBJECTIVES

To achieve the vision, the following strategic objectives have been developed to guide the implementation and monitoring of this strategy. Objectives are **interlinked and reinforce** one another.

STRATEGIC OBJECTIVE 1	STRATEGIC OBJECTIVE 2	STRATEGIC OBJECTIVE 3
<p>Use an evidenced/data-driven approach to maximize the impact of advice, education and outreach initiatives and recommendations to and on standards, policies and procedures, matters of retaliation, ethics and professionalism, including but not limited to measures of transparency and disclosures for mitigating conflicts of interest and other ethical risks.</p>	<p>Integrate values, ethics, standards of conduct and compliance in everyday practices in a practical and relevant manner and by using professional knowledge, skills and expertise; key divisions take co-ownership of mainstreaming the values, principles and standards throughout WFP.</p>	<p>Capacitate employees to live up to the values, principles and standards by recognizing and addressing ethical issues in the ordinary course through strengthened knowledge and skills; help senior leaders and managers/supervisors to display “Tone at Top” and “Model at the Middle” and support WFP’s workplace culture evolution while maintaining adherence to the principles of the Ethics Office.</p>

PRINCIPLES OF THE ETHICS OFFICE

The Ethics Office supports the commitments to **fundamental human rights, social justice, diversity, equity and inclusion, dignity, worth and equal rights**.

WFP core values of “**Integrity, Humanity, Commitment, Inclusion, Collaboration**” guide the expectations of all employees, including the Ethics Office team, in fulfilling the mission of WFP. These values, along with the **WFP Code of Conduct**, the **Standards of Conduct for the International Civil Service (2013)**, the foundational principles and standards of the UN and WFP inform the strategic objectives set forth in this strategy, and the manner in which priorities and activities are designed and ultimately implemented.

Complementing WFP’s values, principles and standards, the **Ethics Office is guided by its own principles:**

INDEPENDENT

We are an independent office. We are impartial and equitable in providing guidance and support, no matter the employee level or contract type, and, always, acting in the best interests of WFP.

CONFIDENTIAL

We are committed to confidentiality. We provide fair and knowledgeable guidance while maintaining confidences.

PROACTIVE AND PREVENTIVE

We take proactive action if we surface risks or other concerns ethical in nature from a systemic or systematic standpoint. We are part of the solution by proposing well-reasoned and reasonable standards, guidelines, procedures, mitigation and prevention measures.

RESULTS-FOCUSED

We are focused on helping employees and other stakeholders understand what is expected of them as per WFP’s values, principles and standards, including the applicable legal framework, in order to empower them to take ethical decisions and ethical actions, and as a means to prevent and/or mitigate misconduct. We are practical and professional.

RESPONSIVE AND RELIABLE

We implement measures to be timely in responding and in acting proactively to help to build knowledge and skills of employees and other stakeholders to enhance ethical actions and prevent and/or mitigate unethical behaviours and wrongdoings. We act in a fair and consistent manner whereby employees can rely on the relevant expertise of the Ethics Office.

COLLABORATIVE

We seek to implement our work through the most effective and efficient approach, regardless of attribution. We actively seek opportunities to innovate and integrate our efforts into existing and new initiatives and programs with internal and external stakeholders to avoid duplication, confusion, and waste. We actively promote mainstreaming of the values, principles and standards.

INCLUSIVE

We take on our work in an inclusive way, seeking to apply a lens of diverse thinking and inclusiveness in all we do.