



EB Briefing WFP Ethics Office

February 2026

DOC
500

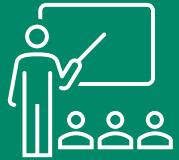
MANDATE OF THE ETHICS OFFICE:

Nurturing an ethical culture



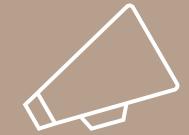
ADVICE AND GUIDANCE

STANDARD SETTING
AND POLICY ADVOCACY



TRAINING AND OUTREACH

WHISTLEBLOWER
PROTECTION POLICY



UN

COLLABORATION WITH
UN: EPUN/ENMO/RBA

ANNUAL CONFLICTS OF
INTEREST AND FINANCIAL
DISCLOSURE PROGRAMME



Delivering the ETO Strategy



Promoting
Ethical Culture

18

Political
Activities
Toolkit

CD/ DCD &
Head of Office
Induction
Training

4500

employees
virtual and in-
person
trainings

23 COs

reached
directly

7

In-person
Missions

+250

HR Staff on
COI forms

8000+
interactions
**Ethics
Month**



Committed to our Code of Conduct



Neutrality / Humanitarian Principles



Ethical Use of Social Media



Personal Conflicts of Interest



Outside Activities



Conflicts of Interest with
vendors & partners



Risk Assessment Methodology

Total risk score - *Risk indicators*

I

Ethics risk

II

General risk to WFP operations

Likelihood indicators

Internal

- OIGI Allegations
- ED Assurance
- Procurement/Partners
- Requests to ETO

- Corporate Alert System
- Funding level

Impact potential indicators

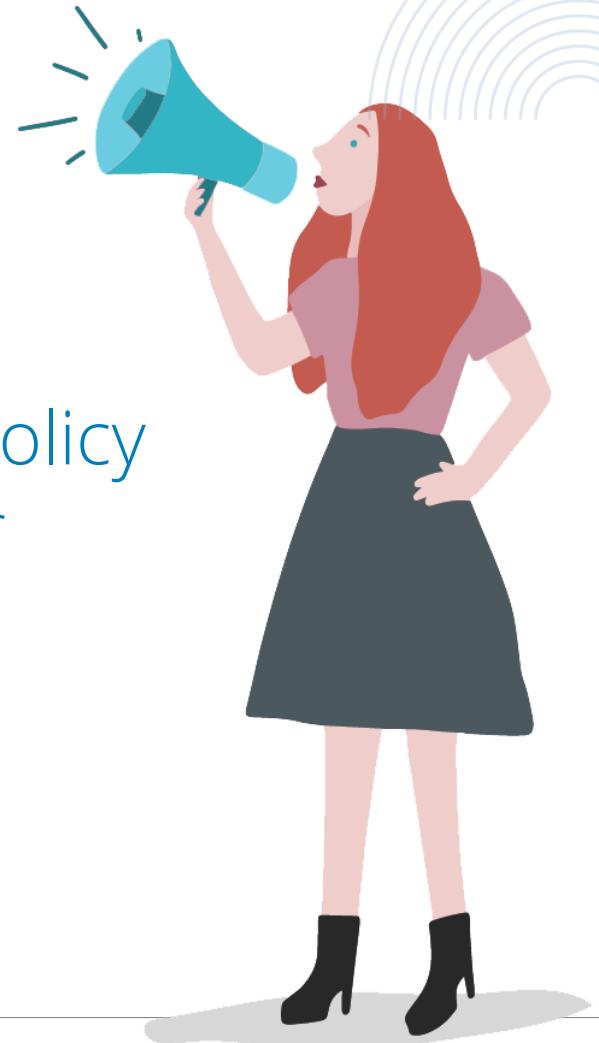
External

- CO expenditure
- number of employees
- number of beneficiaries

- INFORM Risk Index
- Human Development Index
- Jubilee debt Crisis index
- Corruption Perception Risk Index

Protection Against Retaliation

- ✓ Promoting a speak-up culture
- ✓ Increase in inquiries on whistleblower protection
- ✓ 64% of requests reviewed under PaR policy
- ✓ Provided advice and referral on 36% of requests, mostly to OIGI or HRMSR



Delivering the ETO Strategy



Advice on Ethical
Dilemmas

Strategic Objective 2: Advice and guidance on ethical risks is relevant and of added value.

A few common questions:

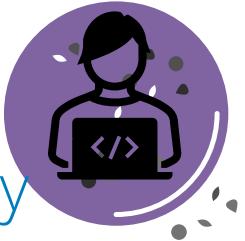
- ✓ Can I be a Board Member on a local charity?
- ✓ A recruitment candidate is related to the owner of a WfP vendor?
- ✓ I started a relationship with a colleague, what should I do?
- ✓ I received a small gift at a meeting with government officials. I didn't feel like it was appropriate to refuse, what do I do?
- ✓ Is it OK for me to work for my family's business on the weekends?
- ✓ Are there any conflicts for me to attend a professional conference?



Example of Advice in Practice: Outside Activity - Academic publication

Potential Risks (both for participation and non-participation):

- ✓ Sharing WFP information that is not intended for public disclosure;
- ✓ Create impression that WFP officially endorses this research or the entity
- ✓ Use of WFP resources, including staff time
- ✓ Lost opportunity to contribute to a publication potentially beneficial for WFP



Recommendations/mitigating actions:

- ✓ Inform Supervisor and consult on if the research is of interest to WFP
- ✓ Do not use WFP title or use any WFP resources (time, equipment, data)
- ✓ Obtain other expertise, if relevant, such as the Global Privacy Office on data sharing and COM on reputational risks

Advice & Guidance Trends

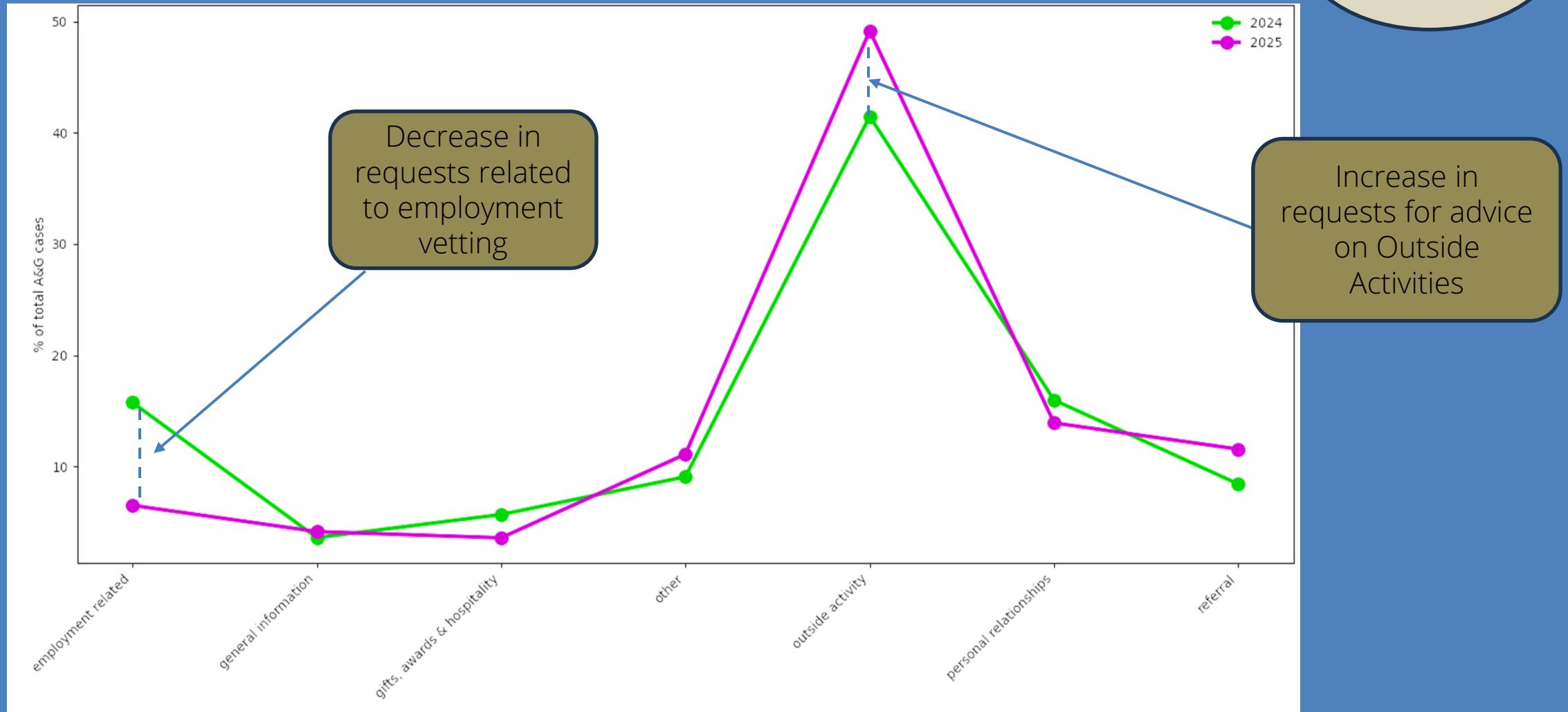
- ✓ Decreasing workforce with stable number of requests: 890
- ✓ Higher proportion of individual requests from staff joining WFP after 2020
- ✓ Requests from across organization - 70% from COs
- ✓ Outside activities requests most significant growth area



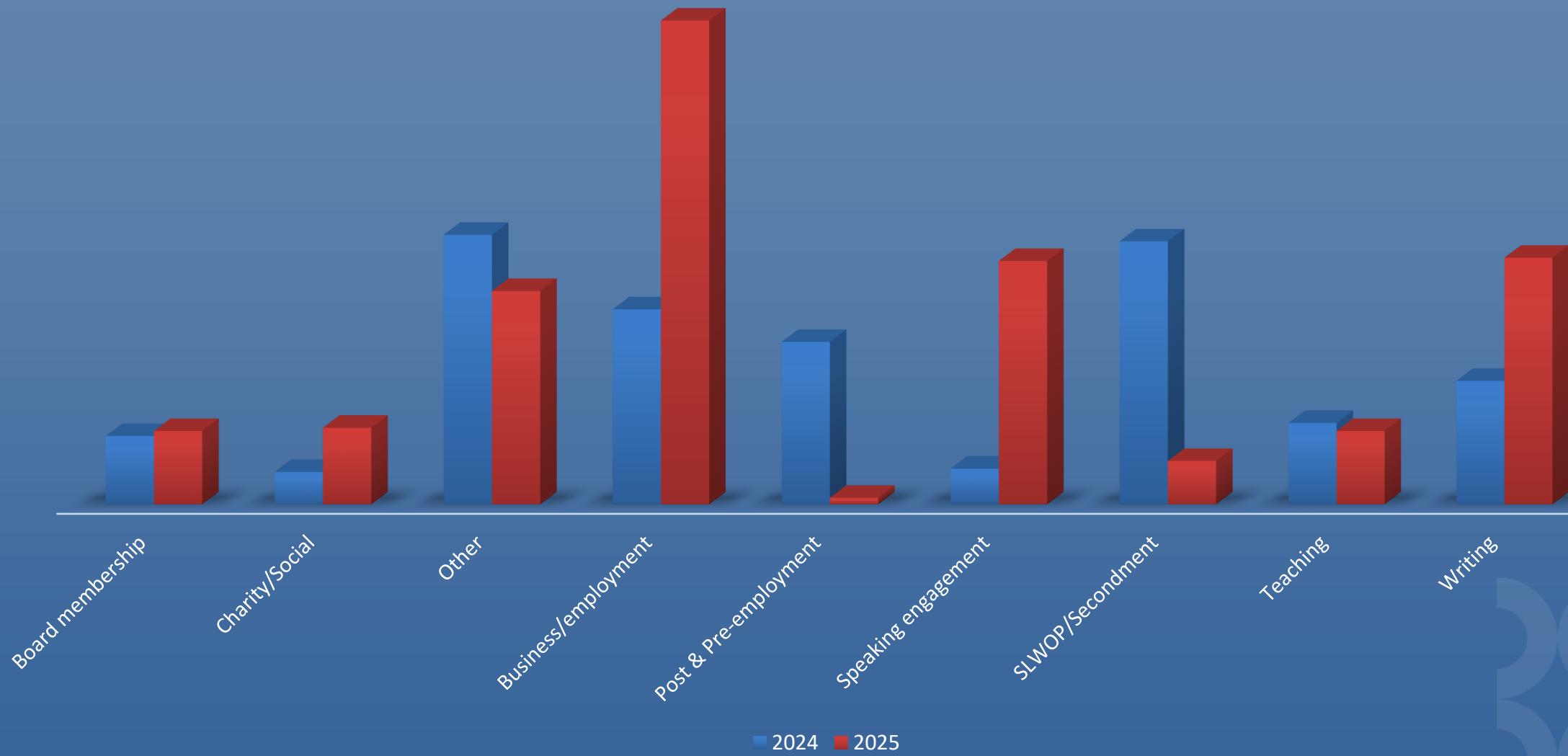
Annual Disclosure Programme:

- ✓ Approximately 16% of total WFP population
- ✓ 99% compliance to date
- ✓ Non-compliant with HR for review or action

Advice and Guidance



Outside Activities breakdown



2024
2025

Delivering the ETO Strategy



Policies &
Practice

Strategic Objective 3: WFP is leader on ethical policy/good practices that consistently reflect highest ethical standards.

- ✓ Policy input and observer in key committees (es. Policy, Risk, Duty of Care, Private Donor)
- ✓ On-going inter-disciplinary consult on Whistleblower Policy
- ✓ Outside activities ED Circular issued
- ✓ Ethics Office Circular on track for Q1 2026 finalization
- ✓ Alternate Chair in the UN Ethics Panel for 2026
- ✓ Executive Committee for the Ethics Network of Multilateral Organizations
- ✓ New Strategy for evolving context for 2027 onwards

QUESTIONS?

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2026