



# **EB Briefing**

## **WFP Ethics Office**

*February 2026*



# MANDATE OF THE ETHICS OFFICE:

## *Nurturing an ethical culture*



ADVICE AND GUIDANCE

STANDARD SETTING  
AND POLICY ADVOCACY



TRAINING AND OUTREACH

WHISTLEBLOWER  
PROTECTION POLICY



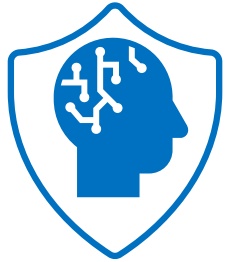
UN

COLLABORATION WITH  
UN: EPUN/ENMO/RBA

ANNUAL CONFLICTS OF  
INTEREST AND FINANCIAL  
DISCLOSURE PROGRAMME



# Delivering the ETO Strategy



Promoting  
Ethical Culture

Strategic Objective 1: Employees are equipped to uphold an ethical organizational culture and the Code of Conduct.

**18**

Political  
Activities  
Toolkit

CD/ DCD &  
Head of Office  
Induction  
Training

**4500**

employees  
virtual and in-  
person  
trainings

**7**

In-person  
Missions

**23** COs  
reached  
directly

**8000+**  
interactions

**Ethics  
Month**

**+250**

HR Staff on  
COI forms



# 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*



### Ethics risk

#### Likelihood indicators

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

#### Impact potential indicators

- CO expenditure
- number of employees
- number of beneficiaries



### General risk to WFP operations

#### Internal

- Corporate Alert System
- Funding level

#### External

- 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?

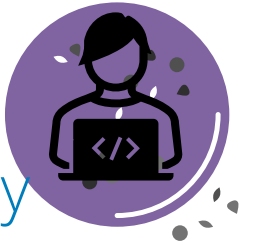


# Example of Advice in Practice:

## 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

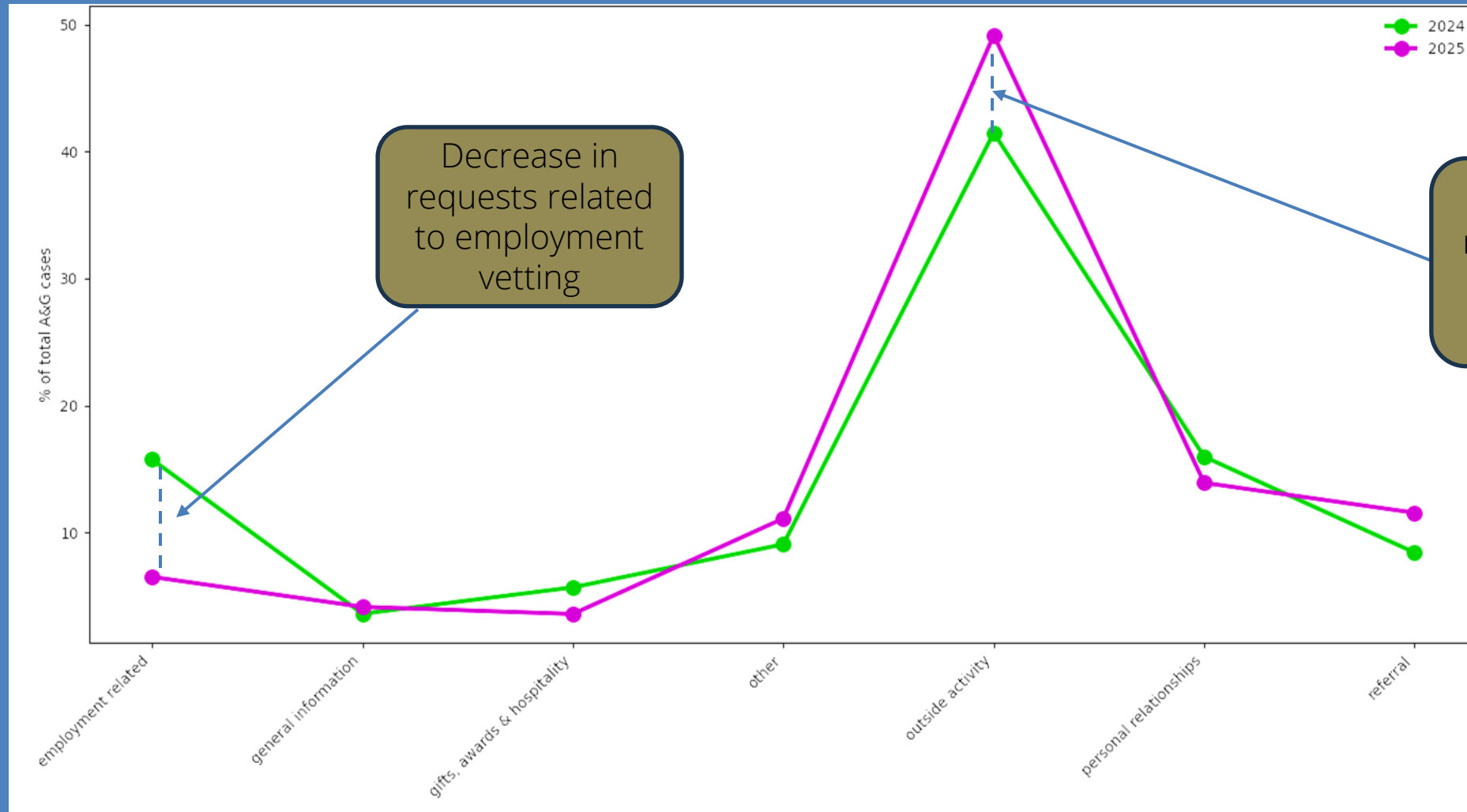


## Annual Disclosure Programme:

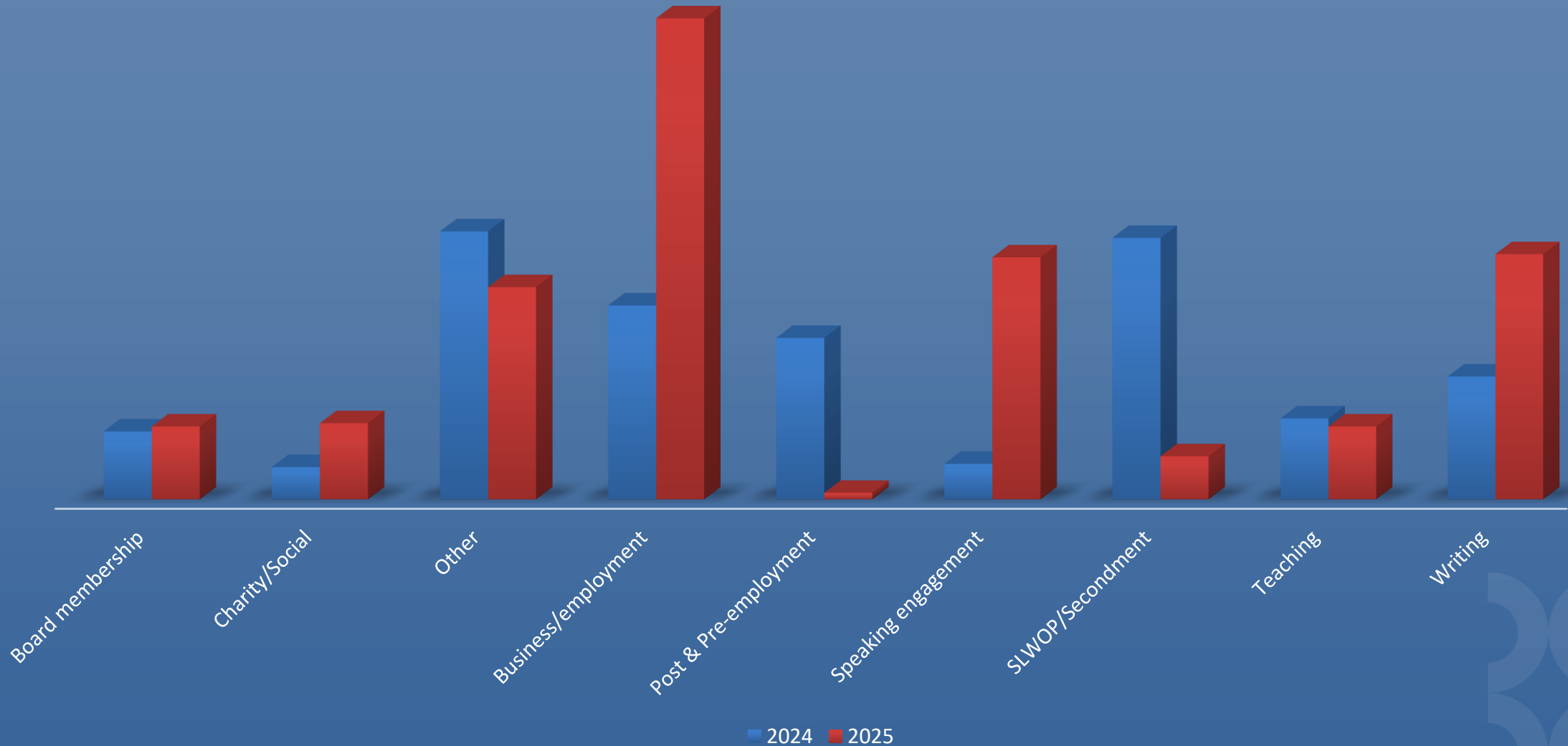
- ✓ Approximately 16% of total WFP population
- ✓ 99% compliance to date
- ✓ Non-compliant with HR for review or action

# Advice and Guidance

890  
requests



# Outside Activities breakdown



# 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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