



Annual Report of the Ethics Office for 2025

Deidre Walker, Director Ethics Office



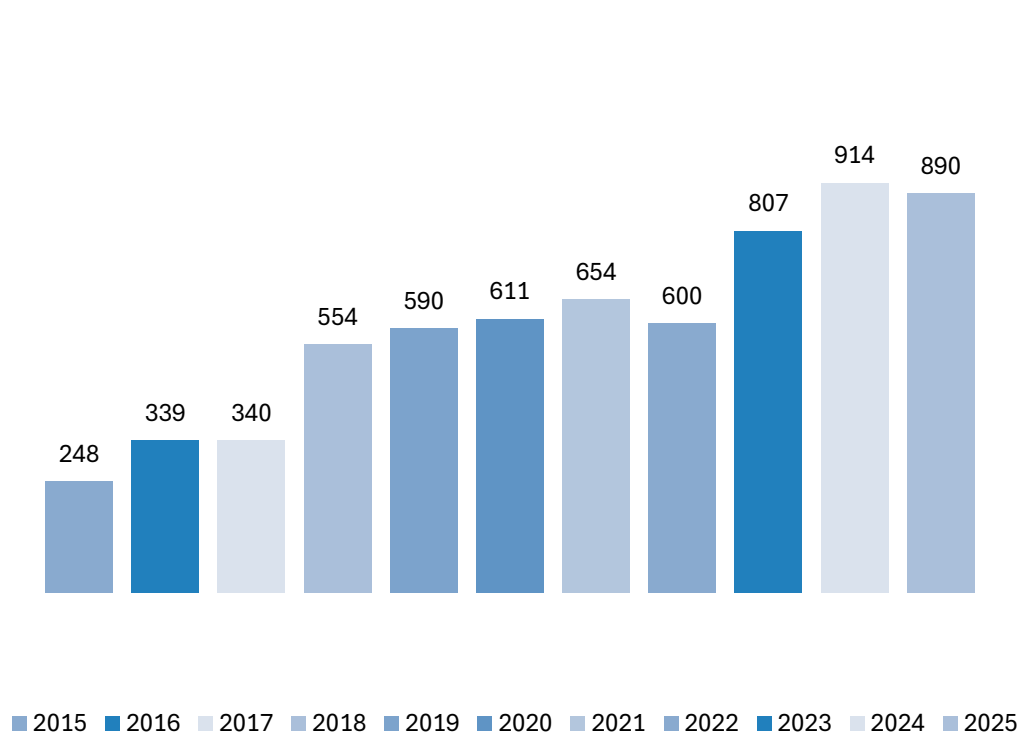
World Food Programme

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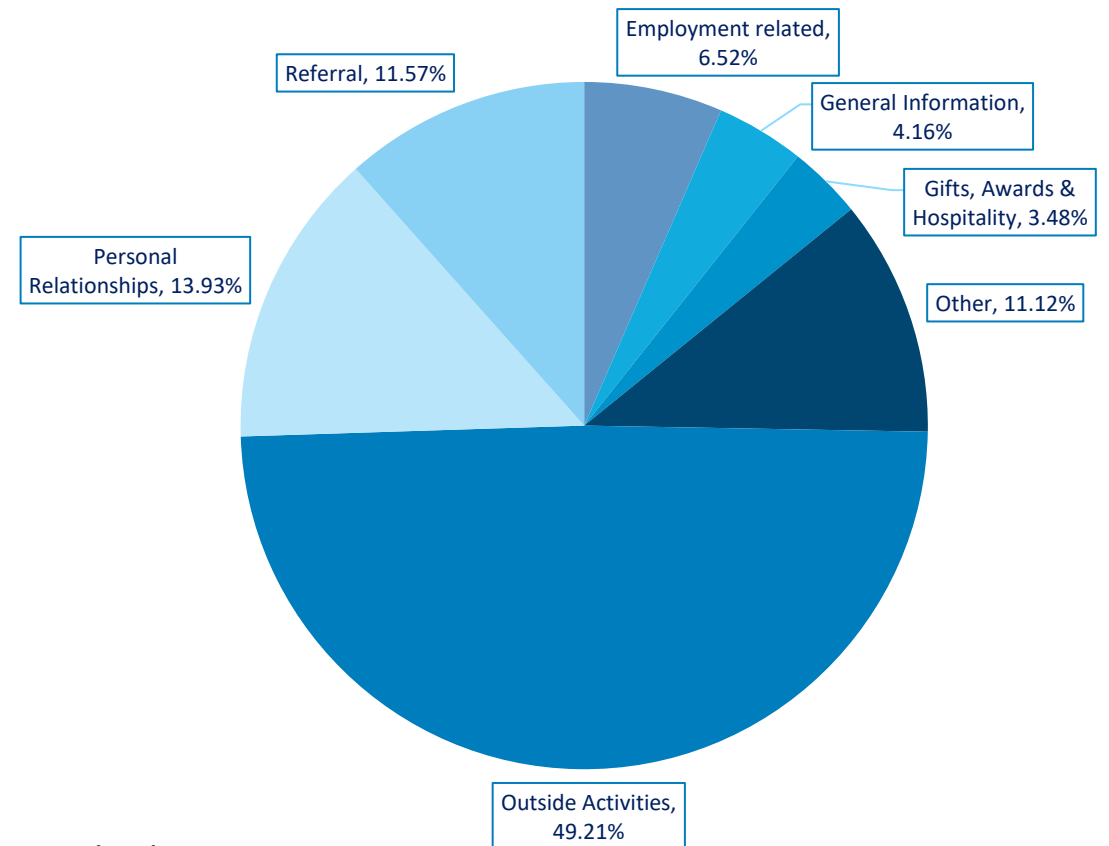
2026 June

Advice & Guidance

Advisories trend: 2015-2025*



2025 Advisories by category*



*Excluding advisories on the Annual Disclosure Programme & gift registry disclosures

Annual Conflicts of Interest Financial Disclosure Programme



- Proactive preventative conflict of interest & risk management
- Approximately 16% of WFP employees meet criteria for mandatory participation
- 99% completion at year end
- 120 advisories provided: approval requirements, mitigating measures and recommendations

Whistleblower Protection Policy

- Promoting speak-up culture
- 59 inquiries on PaR
- 37 requests for protection against retaliation
- 22 referred to other relevant internal avenues



Standard Setting and Policy Advocacy

- 40+ policies reviewed
- Committees/task forces observer
- Outside Activities Circular issued
- PaR policy review



Communications, Outreach & Training

19

Political Activities Toolkits

65

Tailored multilingual sessions

4500+

Direct outreach participants

300+

Mini-campaign participants

30

Countries and Regional Offices

E-Learning Modules

Launch of 6 bite-sized modules on Ethics (e.g. local elections, private business)

ADP Launch

ED message to participants

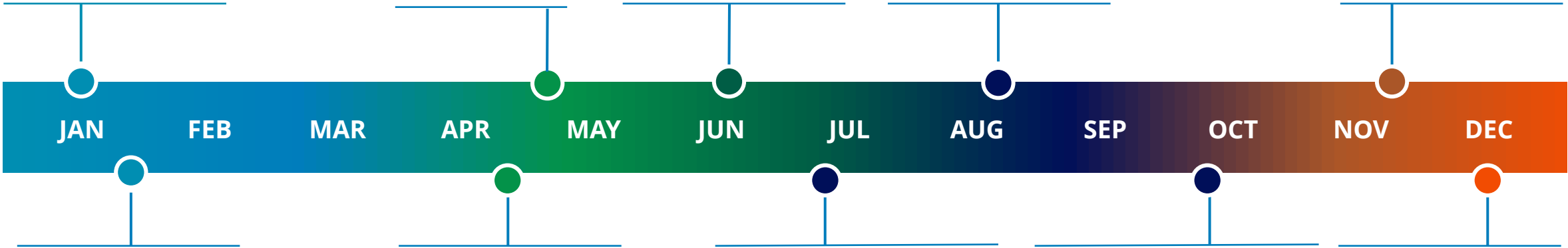
Third Anniversary of the CoC

ED High-level engagement and visibility

2025 Outside Activities Circular

End-of-Year Gifts Campaign

Centralization and automation of resources



Joint Mission with OBD

Ecuador and Peru

Political Activities Toolkit Page

Centralization and automation of toolkit package

"Ethics Starts with You"

Pilot campaign: Burkina Faso, Benin and Togo COs

1st Ethics Month

Field staff personal experiences, internal communication platform engagement

Ethics Onboarding Hub

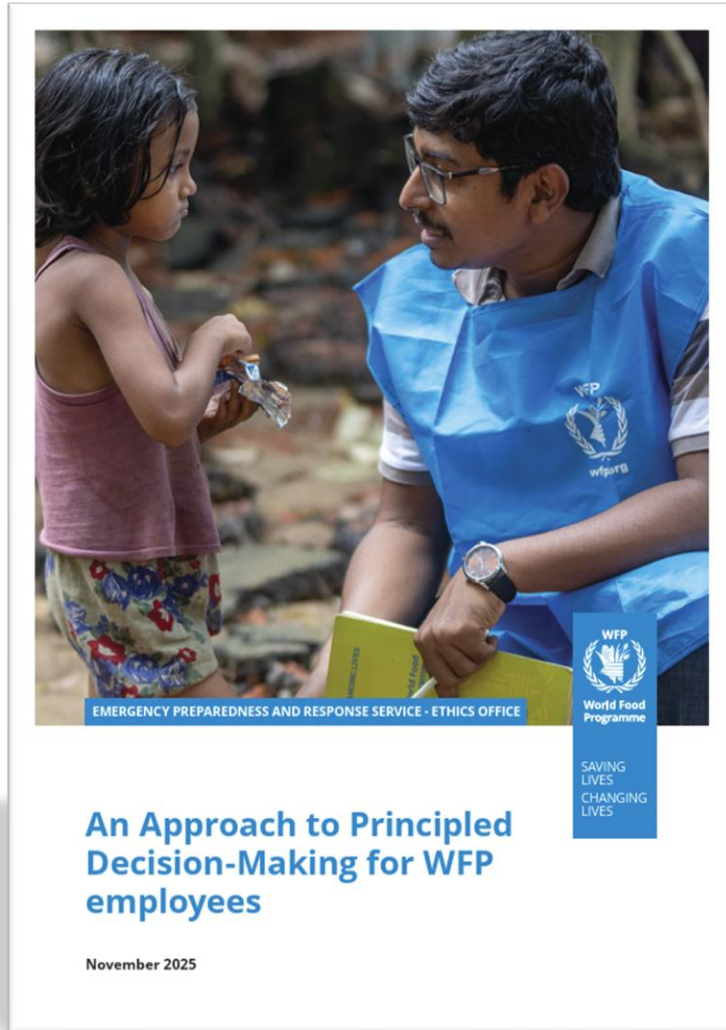
Automation of onboarding process within HR Onboarding Hub

“In My Own Words”



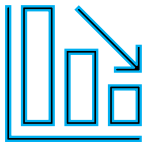
*A collection of stories presented during the **Ethics Month** (October 2025), focusing on integrity, neutrality and accountability and highlighting human-centered storytelling.*

A Principled Approach in Emergencies



“As WFP operates in increasingly complex and high-risk humanitarian contexts, employees may be faced with difficult ethical dilemmas where the humanitarian principles may be in tension. This document is designed to support WFP employees, especially those in Country Offices, in making principled, consistent, and risk-informed decisions”

Support and Engagement with Senior Leaders



Pilot of country-level **annual ethics reports** (information relevant for the ED assurance)

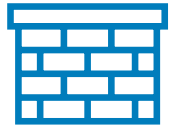


*Navigating Organizational Change: **Preventing Retaliation through Ethical Leadership*** (as part of the Employee Support Programme)



Individual pro-active outreach to **Country Directors**

Looking Ahead



Maintaining strong ethical safeguards



Being the organizational anchor on principles and values for a changing organization in uncertain times



Supporting new managers in building trust and setting examples



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Thank you