

WWFS Commitment to Integrity and Good Conduct Policy

WWFS commits to the highest standards of professionalism, integrity and ethics in our workplace and in our activities. As such WWFS has adopted the WWF Code of Ethics (found [here](#)) and the WWF Fraud and Corruption Prevention and Investigation Policy (found [here](#)). This commitment is fundamental to creating effective, lasting and equitable solutions to today's environmental challenges. Recognising that WWFS is only one of many actors, we expect all our grantees, contractual partners and other parties with whom we work to commit to the following:

1. **Respect people's rights** in accordance with national and international human rights laws, including vulnerable groups such as children.
2. Comply with, and provide active support to WWF donor to ensure reasonable compliance with, all **applicable laws** including but not limited to the Prevention of Corruption Act 1960 and the Corruption, Drug Trafficking and Other Serious Crimes (Confiscation of Benefits) Act 1992 of Singapore and similar legislation in Recipient's jurisdictions.
3. Respect integrity in the **use of funds and assets** which may be provided through this agreement, including taking appropriate measures to prevent, detect and respond to concerns of misappropriation or other illegal event; this includes implementing **appropriate policies and procedures**, and ensuring that employees, sub-contractors or third parties respect the same;
4. Respect and safeguard employees to prevent and respond to **discrimination, harassment, abuse of power, and gender inequity** in the workplace.
5. Respect the **rights of the labour force** to health, safety, fair wages and benefits, working hours, freedom of association and collective bargaining, no discrimination or harsh treatment, no forced labour, and respecting labour restrictions related to children in line with Prevention of Human Trafficking Act 2014 and the relevant sections 370 and 371 in the Penal Code 1871 as well as the Children and Young Persons Act and guidelines issued by the Ministry of Social and Family Development or the [ILO Labour Standards](#), whichever is the higher standard.
6. Respect standards and agreements around confidentiality, including but not limited to the sharing of business sensitive information and personal data as protected by applicable legislation.
7. The Recipient warrants it has never offered, given or agreed to give to any person any **inducement** or reward (or anything which might be considered an inducement or reward) in connection with the entering into or carrying out this Agreement. Nor to the Recipient's knowledge is there a **conflict of interest** which has incited WWFS to sign this Agreement with the Recipient. The Recipient shall promptly disclose in writing to WWFS any conflicts of interest which could negatively impact WWFS.
8. Inform WWFS of any breaches of these commitments in the grantee/contractee's operations or the operations of its sub-grantees or sub-contractees. Refer [here](#) for where to report concerns.

9. The Recipient agrees that it shall require in writing any of its sub-grantees or sub-contractors to this agreement to abide by these same commitments.

The following may be considered in cases of high risk relationships, and/or where WWFS has the capacity and legal ability to monitor compliance:

The Parties to this Agreement commit to disclosing to each other any claims that may arise in their organisation regarding the respect of human rights and the safeguarding of vulnerable, local and indigenous communities.

The Recipient shall be able to demonstrate to WWF or to its auditors (where applicable) that the policies and procedures designed to achieve compliance with the above requirements are appropriate. This shall include being able to demonstrate that the Recipient has:

- a) implemented and maintained, and/or complied with, effective systems and processes to enable meeting WWF integrity standards as noted above;
- b) identified, and as soon as possible reported to relevant WWF and legal and regulatory bodies, conditions and circumstances that threaten meeting those standards;
- c) established and operated effective safeguards;
- d) evaluated the threats and safeguards appropriately;
- e) taken any additional steps that are appropriate in the circumstances to meet those standards.