



WWF-US Conflict of Interest Policy

Policy Description

- The WWF Conflict of Interest Policy is designed to assure the highest level of ethical conduct of persons employed by or involved in the governance of WWF in all that pertains to WWF and to avoid public perceptions and financial consequences detrimental to WWF that could arise from the misuse, or perception of misuse, of an individual's position or influence.
- Whenever any director has a conflict of interest or a possible perceived conflict of interest with World Wildlife Fund, he or she shall notify the Chairman of the Board of Directors of such conflict in writing.
- Whenever any staff member has a conflict of interest or a possible perceived conflict of interest with World Wildlife Fund, he or she shall notify the President of such conflict in writing.
- A conflict of interest may be defined as an interest that might affect, or might reasonably appear likely to affect, the judgment or conduct of an individual associated with WWF.
- A conflict of interest may exist when the interests or concerns or potential interests or concerns of any director, officer, or staff member, or said person's close relative (i.e., spouse, parent, child, sibling, niece, nephew, or in-law, or others living in the same household as any of the foregoing), or any individual, group or organization to which said person has allegiance, may be seen as competing with the interests or concerns of WWF, or may impair such person's independence or loyalty to WWF.
- For example, a conflict of interest may exist if a director, officer, staff member, or close relative:
 - has a business or financial interest in any third party dealing with WWF. This does not include ownership interest of less than 5 percent of outstanding securities of public corporations.
 - holds office, serves on a Board, participates in management, or is employed by any third party dealing with WWF (including any party receiving WWF grant funds).
 - derives remuneration or other financial gain from a transaction involving WWF (other than salary reported on a W-2 or W-9 or salary and benefits expressly authorized by the Board).
 - receives gifts from any third party on the basis of his or her position with WWF (other than occasional gifts valued at no more than \$50, or if valued at more than \$50, the gift is made available in a team space or common area for others to share - e.g., fruit baskets, boxes of candy.) All other gifts should be returned to the donor with the explanation that WWF policy does not permit the acceptance of gifts. No personal gift of money should ever be accepted.
 - engages in any outside employment or other activity that will materially encroach on such person's obligations to WWF; compete with WWF's activities; involve any use of WWF's equipment, supplies, or facilities; or imply WWF's sponsorship or support of the outside employment or activity.
- Directors, officers and staff shall not use information received from participation in WWF affairs, whether expressly denominated as confidential or not, for personal gain or to the detriment of WWF.

- When any conflict of interest is relevant to a matter under consideration or requiring action by the Board of Directors, or committee thereof, the interested person shall call it to the attention of the Chairman of the Board of Directors and shall not be present during Board or committee discussion or decision on the matter. However, that person shall provide the Board or applicable committee with any and all relevant information on the particular matter.
- The minutes of the meeting of the Board of Directors or committee thereof shall reflect that the conflict of interest was disclosed, that the interested person was not present during discussion or decision on the matter, and did not vote.
- A copy of this conflict of interest policy shall be furnished to each director, officer, and staff member who is presently serving this organization or who may hereafter become associated with it. The policy and its application shall be reviewed annually for the information and guidance of directors, officers, and staff members, each of whom has a continuing responsibility to scrutinize their transactions and outside business interests and relationships for potential conflicts and make such disclosures as described herein.
- Each director will be asked to complete a Conflict of Interest Policy Disclosure Statement upon his or her election or re-election to the Board and annually thereafter. Each officer and senior staff member will be asked to complete such a Statement upon his or her employment and on an annual basis thereafter.

Approved Executive Committee Meeting – September 29, 2003

If employees are in doubt about whether a real or potential conflict exists, they should consult the Head of Office or the General Counsel.