



WWF-UK CONFLICTS OF INTEREST POLICY EXTERNAL

1. Policy Statement

WWF-UK is committed to identifying, declaring and dealing with all potential conflicts of interest when an individual's personal or family interests/ loyalties could interfere or be judged to interfere or conflict with WWF's work. WWF-UK maintains high standards and it is essential that it does not lose public confidence because of the way in which it conducts business.

2. Definitions

"Conflict of Interest"

A conflict of interest is any situation in which an individual's personal interests or interests they owe to another body, and those of the charity, arise simultaneously or appear to clash. Examples of where a conflict of interest may arise:

- (a) where a representative of WWF-UK (or a person associated with them) stands to obtain a benefit from the Charity; or
- (b) where a representative of WWF-UK has a duty of loyalty to a third party that conflicts with their duty to the Charity.

"Associated Person"

- (i) a WWF-UK employee's parent, child, brother, sister, grandparent or grandchild
- (ii) a WWF-UK's employee's spouse or domestic partner
- (iii) the spouse or domestic partner of any of those listed under (i) above
- (iv) the business partner of any of those listed under (i), (ii) and (iii).
- (v) a person by whom an employee is employed (other than WWF-UK) or with whom he or she is negotiating or has an arrangement concerning prospective employment.

"Associated institution"

Any organisation that an employee of WWF-UK or an Associated Person has an interest in (for these purposes where the person owns > 1% of the equity/capital of the organisation or where the person is a director, employee or trustee of the organisation)

3. Policy

A conflict of interest occurs when an individual's personal or family interests/ loyalties could interfere or be judged to interfere or conflict with WWF's work. It is important a conflict of interest is declared at the earliest possible opportunity to enable decisions to be made on how to fairly manage and protect all parties from unfair accusations or negative impacts.

Conflicts of interests can:

- inhibit free discussion
- result in decisions or actions that are not in the best interests of WWF-UK
- risk reputational damage to WWF-UK;
- risk accusations.

4. Application to Third Parties

Suppliers, contractors, grantees and corporate partners are expected to declare to WWF-UK any conflict of interest with WWF-UK of which they become aware and to operate an equivalent policy for their own staff where they are delivering any work or projects for WWF-UK.

If you are unsure whether a particular matter should be declared, or if a declaration needs to be updated, reach out to your WWF-UK contact.