Code of Ethics
MESSAGE FROM
The World Bank Group President

In the challenging, complex global environment in which we work, it is critical that we live by our values. The World Bank Group’s Core Values—impact, integrity, respect, teamwork, and innovation—should guide our decisions and actions as we pursue our mission of alleviating poverty and boosting shared prosperity.

Our Code of Ethics is an important resource for all staff. It articulates norms and behavioral expectations that the World Bank Group has of our staff—and that we should have of ourselves and one another—in our interactions with colleagues, clients, partners and communities at large. Each of us has a responsibility to be familiar with the Code, and to make sure we continually strive to embody the principles it lays out.

If we prioritize our values, we will build a World Bank Group workplace culture that lasts—one of integrity and respect, which encourages teamwork and innovation, so that we can achieve impact at the highest levels.

David Malpass
President, World Bank Group
Message from the Chief Ethics Officer

This World Bank Group Code of Ethics reflects our Core Values of impact, integrity, respect, teamwork and innovation. These values must guide our day-to-day work and all the decisions we undertake at the WBG. These values also guide how we work to achieve the WBG’s mission.

Our Core Values and the Code are unique. They were developed directly from staff inputs, collected through face-to-face discussions and on-line engagement open to all staff members of the organization. They reflect the voices of staff on how we can shape the culture we wish to see.

This Code of Ethics is complementary to our Staff Rules; it is a set of principles designed to guide us to do the right thing when confronted with ethical dilemmas. Prevention is the key to sustainable outcomes. Each and every one of us needs to walk the talk. Each and every one of us, without exceptions, is responsible and accountable towards our institution and clients. Our individual behavior matters.

And if we ever find ourselves in a difficult situation or dilemma, we must reach out for advice and guidance. EBC is always ready to provide support, together with the WBG’s internal justice system.

Jorge Dajani  
Chief Ethics Officer, The World Bank Group

Message from the Chair of Staff Association

A key element of the mission of the Staff Association is to build community and foster a sense of common purpose among staff. Ethical behavior is at the heart of this community. It’s what keeps it strong, inclusive, and what makes us proud to work here.

The Code of Ethics reminds us of the values we all need to strive for—what we collectively and individually need to demonstrate and promote in our professional and even personal lives. It operationalizes our core values and articulates how we work together and interact. Conversely, the Code helps us identify and call out behaviors that are inconsistent, a key element of accountability.

Staff Association worked closely with EBC as a key member of the organization-wide Working Group that developed the Core Values based on the inputs provided by staff around the globe and extensive consultations in the organization. Our Code of Ethics, based on the Core Values, is not something imposed from outside or an off-the-shelf product. It is a “home grown” product. Now it’s up to you to own it and translate it into action.

Daniel Sellen  
Chair, World Bank Group Staff Association
WORLD BANK GROUP
Core Values

- impact
- integrity
- respect
- teamwork
- innovation
TABLE OF CONTENTS

Message from the President .......... i
Messages from the Chief Ethics Officer and the Chair of Staff Association ....... ii
The Code: Purpose and Scope ........ 2
Impact .................................. 4
Integrity ................................ 8
Respect ............................... 16
Teamwork ............................. 22
Innovation .............................. 26
In Closing: Using the Code and the values to guide you............... 29
The Code: Purpose and Scope

The World Bank Group (WBG) is one of the world’s largest sources of funding and knowledge for developing countries. Our mission is to reduce poverty and increase shared prosperity across the globe. As a leader among the international development community, how we accomplish our mission is as important as the mission itself. Our values guide everything we do, everywhere we work. They remind us — and anyone working with us — of who we are, what we stand for, and how we get things done. They enable us to hold ourselves to the highest standards. They are our inspiration and our guide.
This document, the **World Bank Group Code of Ethics** ("the Code"), is derived directly from our core values. The Code sets out broader principles that align to our values. It describes the ethical norms and behaviors that the WBG expects from each of us as staff, and that each of us should expect of ourselves, from one another, and from the Institution. Throughout the document, links to appropriate resources that provide more detail are provided. The Code should be considered a living document that may be reviewed and updated over time.

**The Code is complementary to our Staff Rules.** The Staff Rules provide more detail on many of the topics addressed in the Code and are the basis for determining misconduct and disciplinary sanctions.

**Who is this Code for?**

The Code applies to all WBG staff — including regular staff, consultants and temporaries — and it is relevant to anyone who contributes to the work of the WBG. Although many clients, partners, vendors or representatives of civil society may have their own codes or principles, the WBG expects that anyone who is involved in our activities act in ways that are consistent with our Code.

Within the WBG, everyone, everywhere — regardless of role or seniority — should be familiar with the Code, uphold the values and demonstrate the behaviors articulated in the Code.

**What if the Code sets out principles different to my national law or custom?**

WBG staff work in over 130 locations across the globe, with a wide range of cultural frameworks. As such, some practices that may be considered normal or legal in one location may not meet the standards we strive for at the WBG. Staff should follow this Code where it differs from national law or practice, unless national law holds individuals to a higher standard or unless it is illegal to do so.
Impact.
We help our clients solve their greatest development challenges.

We use our convening power, commitment to excellence, and deep professional expertise to facilitate outcomes that reduce poverty and improve people’s lives.

We make decisions that prioritize impact over politics or process.

We stay at the cutting edge in our fields of expertise.

We leverage the best knowledge and expertise available, from within and outside the WBG.

We partner with our clients with flexibility and agility.
Impact is directly linked to our mission of reducing poverty and increasing prosperity, and we approach our work with the goal of achieving the highest possible impact. We leverage the resources available in efficient and effective ways and, at times, make decisions that may not be easy or popular. We change and adapt our approaches to thinking, design and implementation as required to respond to clients’ development needs.

We stay at the forefront of our field by learning, developing, and implementing best practices, consistent with our mandate. We partner with external organizations, foster communities of practice, and bring together robust professional networks, both internally and externally.

Our dedication to excellence means that we are prepared to take informed risks in order to provide the most appropriate solutions for our clients, rather than only relying on what has worked in the past. We look for new ways of working whenever it improves our relevance, effectiveness, and efficiency.

We welcome diversity of views, recognizing that perspectives of staff from different backgrounds, seniority levels, duty station, country of origin, gender etc., can lead to better ideas and greater impact. We also encourage diversity of views from our clients and partners, and we seek to build consensus around the most effective solutions.
We embrace change and remain adaptable and nimble. We adopt new technologies and approaches when they improve our contribution to development. We seek objective and well-defined evaluations of our work and its impact. When results do not meet our expectations, we do not make excuses, but rather, make changes to our approach.

We strive for positive impact on the environment and on communities in our operations by prioritizing projects that tackle issues of climate change and environmental or social sustainability. We respect human rights and do not condone forced, bonded or child labor. In addition, we strive to apply environmental and social safeguards and standards in everything we do. We take responsibility for the impact of our actions on our local environment and communities, and we look for ways to minimize waste and make positive differences wherever we can.

THE ENVIRONMENTAL & SOCIAL FRAMEWORK AND IFC PERFORMANCE STANDARDS

All WBG projects must adhere to guidelines on environmental and social standards.

To learn more, go to the Resource Page.
Integrity.
We do what is right.

We hold ourselves, our clients, and our partners to the highest standards for responsibility, accountability, and quality.

We put the interests of the WBG and our clients first.

We ensure our words are consistent with our actions.

We take ownership for our actions and decisions.

We communicate with honesty and transparency.

We question actions that are inconsistent with our values.
WBG staff are expected to demonstrate personal commitment to ethics and professionalism in carrying out our duties. This applies to how we work with one another within the WBG, and with our clients, vendors and partners. We look to our clients, vendors and partners to uphold the same standards of ethics and professionalism.

As staff, we commit to adhering to the WBG’s rules and regulations, and to abiding by the laws of the countries where we reside or operate. We fulfill our legal and personal obligations.

We do not accept, offer or facilitate improper payments or bribes.

We prioritize the interests of the WBG and our clients above our own personal gain. This includes protecting the reputation of the WBG. We are truthful in all aspects of our work, including administrative, corporate, or operational, and in acknowledging and disclosing inaccuracies or discrepancies when we are aware of them. We mitigate personal conflicts of interest that include (but are not limited to) asset ownership, business relationships, outside activities, political interests, personal and family relationships, and, when necessary, seek guidance from the Ethics and Business Conduct Department (EBC). We are careful with the resources entrusted to us, and we do not use our positions at the WBG for personal gain.

Building and preserving trust among our colleagues and with our clients is essential in acting with integrity. We aspire to do what we say, to deliver what we promise, and to be transparent and pragmatic about our commitments. We share relevant information clearly, accurately, and honestly, and we are accountable for the intention behind our actions and words. We are willing to make the right decisions even when it may be difficult or

WHAT IS A PERSONAL CONFLICT OF INTEREST?

A personal conflict of interest refers to a situation where our personal interests may interfere with our ability to perform official duties in an impartial manner. Whether conflicts are real or perceived, these situations need to be managed in order to protect our individual and the WBG’s integrity, independence and reputation.
unpopular to do so, and we are honest and truthful about how decisions are made.

When decisions result in unplanned or undesired outcomes, we do not hide the outcomes or assign blame. Rather, we take accountability, acknowledge mistakes, and work towards constructive remedies. We are aware that our actions and words can be perceived differently, and self-correct when needed.

Any WBG staff member who suspects or is made aware of misconduct by another staff member, client or partner — including but not limited to theft, fraud, abuse of authority, harassment or sexual harassment — is encouraged to raise it with their Manager or report it to EBC.

Any staff member who knows, or is made aware, of the actual or suspected occurrence of any of the five “Sanctionable Practices” related to WBG projects — corruption, coercion, collusion, fraud or obstruction — by another staff member, client or partner is obligated to report such occurrences to the Integrity VPU (INT).
Protection against retaliation

The WBG does not condone retaliation, which is defined as any form of retribution or threat of retribution taken against an individual who engages in one of the three following protected activities: reports an allegation of misconduct to INT, EBC or a manager, cooperates with or provides information in a related investigation, or uses any of the resources of the WBG Internal Justice Services.

Managers — including executive leaders, Directors and Managers — have additional responsibility as role models, to regularly communicate with staff about the values and the Code, and to ensure that staff have access to resources that support staff to live by the Code. Managers are also expected to provide a safe space for those who have questions and seek clarity, who are overcommitted and need support, whose ideas may provoke controversy or who raise dissenting views. Staff who raise good faith concerns about potential harassment, abuse of authority, discrimination or other inappropriate behavior are protecting the interests of the WBG. As such, the WBG will make every effort to protect staff from retaliation for reporting concerns in good faith.

You can find link to Protections and Procedures for Reporting Misconduct (Whistleblowing) in the Resource Page.
Q&As

Can I accept a gift offered by a client or someone from a partner organization?

A. While the WBG recognizes that gifts may be part of interactions with clients and partners, we need to be aware of both the real and perceived potential conflicts of interest that might arise. You may not accept gifts, regardless of value, that could be perceived as intending to influence your work decisions, or that could cause reputational harm to the WBG.

In exceptional cases, you may accept a gift, for example, if the gift is presented in a public forum and/or refusal would cause offense or embarrassment to the giver. In these cases, the gift may be accepted on behalf of the WBG rather than in a personal capacity. If valued at more than $100, the gift would need to be declared to Global Corporate Solutions (GCS). Gifts valued at less than $100 may also be accepted so long as they do not otherwise cause reputational harm to the WBG or create a perception that it would influence your work decisions. The cumulative value of all gifts from the same individual or entity, however, cannot exceed $100 in a 12-month period.

If you have any questions related to the acceptance of gifts from vendors, please go to Resource Page for the link to Staff Rule 3.01.
Can I help a friend or family member get a job at the World Bank Group?

A. As staff members of a publicly funded international organization, we all have a role to play in ensuring that employment decisions are made solely on the basis of merit and not due to a personal or family relationship. As such, you are not allowed to advocate for your spouse, domestic partner or eligible close relative who is applying for a job at the WBG. Your immediate relatives — including a sibling, parent, child, aunt/uncle, nephew/niece — may not be employed at the WBG in any capacity. There is an exception specifically for spouses and partners, who can work at the WBG, provided that they do not have a reporting relationship and their duties are not likely to bring them into routine professional contact.

As for friends, it would not be appropriate to advocate for the hiring of individuals with whom you only have a personal relationship and do not have a basis for assessing their professional qualifications.

➤ You can find the link to Staff Rule 4.01 on family relationships in the Resource Page.
If I suspect misconduct, am I required to report it?

A. Any staff member who suspects corruption or fraud in WBG projects or activities is obligated to report it to INT.

For other types of potential misconduct such as abuse of authority, bullying or harassment, staff are encouraged to report it to a Manager or to EBC. If you are a tagged Manager, however, you are obligated to report all suspected misconduct to EBC, whether it is reported to you or you become aware of it in any other way.
We care for our people, our clients, our partners, and our planet.

We treat everyone with dignity and compassion.

We support the work-life balance of our colleagues across the globe.

We embrace diversity and pursue inclusion of backgrounds, identities, cultures, working styles and perspectives.

We apply policy and standards with fairness and consistency.

We remain humble in carrying out our mission.

We promote sustainable solutions in our operations and in our work environment.
Respect

The WBG is inclusive and welcoming of differences. We listen to our staff, clients, and partners with open minds, including those with whom we may disagree. We acknowledge that we all have biases and flaws, and we recognize and overcome them to the best of our ability. We treat others as they would like to be treated.

We seek objectivity and consistency in designing and implementing our policies. This means recognizing and rewarding our staff based on merit and effort, as well as applying rules and policies with fairness and consistency for all staff, regardless of role or seniority. This is especially relevant in our recruitment and performance management processes.

As WBG staff, we are mindful that we represent the organization at all times, and therefore are expected to behave with professionalism, courtesy, and tolerance when dealing with others. We approach our work with humility; we listen carefully and speak kindly with colleagues, clients, partners, vendors, other service providers and members of the public. Though we are headquartered in the United States, we work all over the world, and this requires us to be mindful of local customs, traditions and different work cultures.

We protect and nurture our collective and individual differences so that we reflect the societies and the world we serve, make better decisions, and more effectively meet the needs and expectations of our clients and stakeholders.

WBG STATEMENT OF COMMITMENT TO DIVERSITY AND INCLUSION

The WBG is committed to offering staff a work environment that is characterized by openness, trust, respect, creativity, motivation and innovation. Respecting and valuing our differences is key to our collective success.

▶ Go to Resource Page to find the link to the WBG Statement of Commitment to Diversity and Inclusion.

THE WBG IS COMMITTED TO FIGHTING RACISM IN ALL ITS FORMS.
We consider differences to be strengths, whether they are related to age, ancestry, national origin, marital status, health status, political affiliation, race, religion, gender, sexual orientation and gender identity, disability or any other characteristic. We take steps to create an inclusive culture where we support those with different needs and are not afraid to ask one another for help.

Respect extends to the demands we place on one another. We recognize that we all have both professional and personal responsibilities; we have friends and families and are all members of local communities. As such, we help one another to preserve these aspects of our lives and support the mental and physical health of those with whom we work to the best of our ability. In practical terms, this means we work to find mutually convenient times to convene and respect our colleagues’ personal boundaries and time spent away from the office as much as possible.

Respect extends to the physical environments in which we work. We treat local cultures and customs with sensitivity and reduce our carbon and environmental footprint whenever we can.

Managers — including executive leaders, Directors and Managers — have additional responsibility for creating and maintaining a workplace environment that is respectful to all. Managers need to take all reasonable steps to protect the health, safety and security of staff and of anyone working with the WBG. Staff have the right to feel safe, secure and comfortable, and to be free from harassment, bullying, sexual harassment, abuse or other forms of unwelcome behaviors at work.

WBG does not tolerate harassment or sexual harassment in the workplace

To learn about policy and measures being taken to prevent and address these issues, go to the Resource Page.

Domestic Abuse Prevention Program (DAPP)

The WBG considers domestic abuse as a serious form of wrongdoing and will take all appropriate actions to address allegations of domestic abuse of WBG staff or family members brought to its attention. The DAPP provides confidential services to staff and spouses/partners.

Go to the Resource Page to find the link.
I am a manager of a unit with staff members with a disability and a long-term illness. What can I do to be inclusive in my interactions with them?

A. Aside from ensuring that they are aware of the relevant policies and existing support mechanisms offered by the organization (e.g. disability leave, disability accommodation fund, etc.), there are many other ways you can show your support as a manager.

Your support can be as simple as being sensitive to hold meetings or activities in accessible locations or in ways that everyone can participate on an equitable basis, responding promptly to the request for the purchase of reasonably priced assistive devices, and so on. In working with staff members who request accommodation, it is important to approach accommodation as a natural part of your managerial responsibility to enable all staff to perform at their best and support their long-term career development. For example, if there are certain work tasks your staff are unable to carry out, the focus of the conversation with your staff should be on finding other tasks that suit their skills and contribute to your unit, just as you may have a work program adjustment conversation with other staff members during the course of
I am leading a team that is producing a publication. The team comprises of staff with a variety of seniority and appointment types, who contributed different types of inputs in varying degrees. How should I give credit to my team?

A. How to give credit to people for their contributions can be a sensitive and complex issue. But the rule of thumb is that credit should be given always based on what is fair, and solely based on the contributions, regardless of seniority or appointment types. For example, if someone was hired on a short-term basis to author a chapter for a World Bank Group publication, credit for their work must be given as such in the publication, and not be withheld because of their employment status. The same principle of credit and attribution applies to other broad situations wherever there is a team consisting of various staff working on projects, programs, initiatives, and so on.

I recently made a joke in a team meeting that I think may have offended a few of my colleagues. I really didn’t mean to make anyone uncomfortable and don’t want to make a big deal of it. What should I do?

A. If you believe that you may have offended your colleagues, it is important that you apologize and acknowledge the negative impact that your action might have had, without minimizing or excusing your behavior. What matters here is the impact of your behavior on others, not the intent. Going forward, it is important that you are more aware of your words and actions, and that you pay attention to cues like facial expression or body language, as some colleagues — particularly those who may be more junior — will find it difficult to speak up even if they are uncomfortable.
Teamwork.
We seek diverse views, perspectives and experiences.

We encourage challenging ideas and constructive disagreements.

We collaborate across boundaries and borders.

We collectively own team deliverables, decisions and accountabilities.

We celebrate and reward team successes.

We work together to achieve our goals.
At the WBG, teams can take many forms. They can be formal or informal, be situated within a unit, or cut across department, VPU and institutional boundaries. Teams can also include clients and partners. In short, a team is any group of people working together to achieve the results we strive for. We believe that our different talents, skills, abilities, and cultural backgrounds provide a variety of views that can spark debate and new thoughts, help crystallize concepts that are still incubating, and enable more robust decision-making.

Teamwork requires a positive and respectful atmosphere where each colleague’s unique value and role is recognized and encouraged and where difficult questions and controversial issues can be raised and discussed in genuine dialogue. At the WBG, we debate and challenge with an open mind. Staff should feel that we can always approach one another to speak freely, maintaining respect for one another while doing so.

Collaboration across borders includes units within the WBG, with external organizations, and partners. We believe the greatest impact is achieved when we proactively reach beyond these boundaries. We leverage talent within and across units, departments and organizations, as well as externally, to benefit from the best available expertise.
Collective ownership and accountability are critical to teamwork. This means that once a decision is made, or an approach is agreed upon, we support the decision; we do not divest our individual responsibility and we do our part to the best of our ability to contribute to the agreed approach. We collectively own both successes and failures. We do not assign blame if results are not what we expect, but rather, we proactively seek ways to improve results. At the same time, we recognize individual contributions within teams and give credit where credit is due. Teamwork requires that we share information relevant to our work openly and proactively, and that we make time to help one another as needed.

**Managers — including executive leaders, Directors and Managers — have additional responsibility** for enabling better teamwork by ensuring that roles and responsibilities are clear, giving due recognition for their contributions, and making certain that staff have both the adequate guidance and space to contribute to the team.
Innovation.
We challenge assumptions and take informed risks.

We approach our work with curiosity and passion.

We reflect on, and learn from mistakes and failures.

We capture, apply, and share knowledge consistently.

We ask for and learn from feedback.

**We learn and adapt to find better ways of doing things.**
Progress requires innovation over complacency. This means questioning prevailing beliefs and challenging the status quo, suggesting better approaches, trying new ideas and encouraging others to do the same. Innovation requires us to step outside of our comfort zone at times, and to take risks for the purposes of learning and improvement.

The WBG seeks to provide safe spaces for testing new ideas, and to enable us to learn from our successes, mistakes, and failures. We support one another in taking informed risks. When things do not go as planned, we ask questions and diagnose what we could have done differently, capture and apply those lessons going forward. This requires an explicit commitment to record knowledge and share it proactively in service of achieving our mission.

Learning takes place when we seek feedback and apply it where relevant. At the individual level, this means that we invite and give constructive professional feedback on a regular basis. At the organizational level, this means we listen to our clients and partners with openness and humility, taking and applying their feedback in order to work toward being better at what we do.

Managers — including executive leaders, Directors and Managers — should foster innovation by creating a safe space for staff to express new ideas or different perspectives, delegating, listening to and empowering staff. In doing so, they should make systematic feedback a priority and foster an environment where mistakes or failures are turned into opportunities for learning.
In Closing

Using the Code and the values to guide you

The Code of Ethics is intended to be a source of inspiration and guidance for all of us as we work together to achieve our mission of reducing poverty and boosting shared prosperity. It helps us convert our values into actions as we pursue opportunities, while also navigating areas of risk.

No document can anticipate and address every situation that may arise, and we may face situations which are challenging and unfamiliar. The WBG trusts our staff to use good judgment in these situations, staying within our delegated authority. When faced with this type of situation, you can use the following simple decision-making guide as guidance. If the answer to any of the questions is “no,” or if there are any doubts, it is best to consult the appropriate colleagues and discuss the matter before acting.

You might ask yourself:

Is it the right thing to do?
- Is my decision consistent with our Core Values and the principles of the Code?
- Does my decision appropriately account for risks?
- Are the outcomes fair for all relevant stakeholders?

Would I be comfortable if this decision or action were made public, internally or externally?
- What are the consequences of this decision or action?
- Are there other negative or reputational risks?
- Will I take personal ownership for the outcomes?
- Is there any aspect of my decision or action that could pose a reputational risk for the WBG?

Do I have enough information/input?
- Should my supervisor, other internal experts, EBC, etc., be consulted?
- Do WBG staff rules or other policies influence the decision?

Am I setting a good example?
- How will this influence others I work with?
- Could my decision or action be misunderstood?

- Will I take accountability for the decision?
- If not, who does have appropriate authority?
Resources

For questions or advice regarding ethical issues, or if you wish to report suspected misconduct, please contact the Ethics and Business Conduct Department:

ethics_helpline@worldbank.org for all ethics-related queries including request for advice on managing conflicts of interest.

You can request EBC’s Anti-Harassment Coordinator for confidential discussion on harassment/sexual harassment.

By filling out a form at https://www.worldbank.org/en/about/unit/reporting-sexual-misconduct, to report sexual misconduct anonymously, if necessary.

(202) 473 0279, 9:00-17:00 EST

Hotline (24/7 with anonymous option): for detailed instruction on toll-free hotline, please go to EBC website’s “How To Contact Us” page.

Walk-in at EBC office in I Building, 1850 I Street NW, Washington DC 9:00-17:00 EST.

Other services are available for staff seeking assistance on workplace issues:

Ombuds Services is a confidential, impartial and informal service that facilitates the resolution of workplace issues. It is independent from the World Bank Group’s management channels. ombudsman@worldbank.org (202) 458 1056

Respectful Workplace Advisors (RWAs) are volunteer peers who serve as an informal and confidential sounding board, and help colleagues identify options to address workplace concerns by providing information about available resources. rwa@worldbank.org (202) 458 1058
Mediation Services (MEF) offers mediation, facilitation, training, and team-building. MEF has 23 mediators available to support staff and to provide these services. mediation@worldbank.org (202) 458 0424

Peer Review Services (PRS) offers a confidential review of staff’s employment-related concerns before an impartial and independent panel of peers. peerreview@worldbank.org (202) 473 5884

Performance Management Review (PMR) is the second of a two-tier streamlined administrative review of performance evaluations, SRI ratings, and Opportunity to Improve Plans (OTI). performancemanagementreview@worldbank.org (202) 473 5884

Administrative Review is the first step for requesting review of a Performance Management Decision and must be exhausted before seeking Performance Management Review (PMR). adminreview@worldbankgroup.org

Staff Association (SA) promotes and safeguards the rights, interests, and welfare of staff, and fosters a sense of common purpose among staff in promoting the aims and objectives of the World Bank Group. staffassociation@worldbank.org (202) 473 9000 or walk-in MC1-700


Staff Rule 8.02 — Protections and Procedures for Reporting Misconduct (Whistleblowing) https://ispan.worldbank.org/sites/ppf3/PPFDocuments/c83a861827c14d4e910c4f73ae1246ab.pdf


Links to resources mentioned in the Code of Ethics

WBG Statement of Commitment to Diversity and Inclusion

Harassment and Sexual Harassment
https://worldbankgroup.sharepoint.com/sites/wbunits/EBC/Pages/SexualHarassment-10192018-072924.aspx


Domestic Abuse Prevention Program (DAPP)

WBG Policies and Procedure Framework Staff Rules

The World Bank Environmental and Social Framework

IFC Performance Standards
https://km.ifc.org/sites/pnp/Pages/pnps.aspx?FilterField1=Document_0020_Category&FilterValue1=Environmental+and+Social+Standards
Ethics and Business Conduct

Promoting ethics and our core values to reach the World Bank Group twin goals