



**Statement of
integrity and
good conduct**
WWF FRANCE

WWF France commits to abide by the highest standards of professionalism, integrity and ethics, whether in its workplace or in its operations. As such, WWF France has adopted the WWF International Code of Conduct (available [here](#)) and the Anti-Fraud and Anti-Corruption Policy (available [here](#)). This commitment is fundamental towards creating effective, sustainable and equitable solutions to today's environmental challenges. Recognising that WWF France is only one player amongst many, we expect all our beneficiaries, contractual partners and other parties with which we work to commit to:

1. Respect the **rights of individuals** in accordance national and international legislation on human rights, including those of vulnerable groups such as children.
2. Comply with and ensure compliance with **all applicable laws**, including but not limited to the French Law on Transparency, the Fight Against Corruption and the Modernisation Of Economic Life, known as "Sapin II" and similar legislation in the recipient's jurisdictions.
3. Respect **integrity in the use of the funds** and goods that might be provided through this agreement, in particular by taking appropriate measures to prevent, detect and respond to concerns of misappropriation or other illegal acts; this includes the implementation of **appropriate policies and procedures**, and the guarantee that employees, subcontractors or third parties comply with them;
4. Respect and protect employees to prevent and respond to **discrimination, harassment, abuse of power and inequality** between genders in the workplace.
5. Respect **the rights of workers** to health, safety, fair compensation and social benefits, working hours, freedom of association and collective bargaining, without discrimination or abuse, without the use of forced labour, and to respect child labour restrictions in accordance with applicable local laws and/or ILO labour standards, whichever is higher.
6. Comply with the standards and agreements in existence regarding confidentiality, including sharing sensitive business information and personal data protected by applicable law.
7. The contractor warrants that it has never offered, given or agreed to give to anyone any **incentive** or reward (or anything that could be considered an incentive or reward) in connection with the conclusion or performance of this Agreement. Furthermore, to the knowledge of the contractor, there is also no **conflict of interest** that may have prompted WWF France to sign this contract with the contractor. The contractor shall immediately inform WWF France in writing of any conflict of interest that could be detrimental to WWF France.
8. Inform WWF France of any breach of these commitments in the operations of the grant beneficiary/contractor or their sub-recipients or sub-contractors. See [here](#) for where to report this information.
9. The contractor agrees to request that any sub-beneficiary or sub-contractor in commit in writing to comply with these same commitments.

Name: _____ As: _____

Duly authorised to sign for and on behalf of: _____

Signature:

Dated: _____