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# Code of Conduct

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## WRI's Mission & Values

World Resources Institute (WRI) is a global research organization that turns big ideas into action at the nexus of environment, economic opportunity, and human well-being. Our mission is to move human society to live in the ways that protect Earth's environment and its capacity to provide for the needs and aspirations of current and future generations.

Our mission and values define WRI as an institution. Our values are not rules, but shared ideals and understanding that bind us together. Along with our mission, they articulate who we are and what we believe, influence our goals, guide our actions, and help us to explain our aspirations to others.

WRI's core values are: Integrity, Innovation, Respect, Independence, and Urgency. These values underlie all the work we do, and we believe that change in human behavior is urgently needed to halt the accelerating rate of environmental deterioration. However, we will not allow the urgency of our mission to detract from or sacrifice our other values, our responsibilities as a nonprofit organization, nor our commitment to diversity, equity, and inclusion in all facets of our work. This Code of Conduct provides guidance in living WRI's core values and outlines standards of conduct which all WRI employees, members of the Board of Directors, consultants, partners, interns, independent contractors, secondees, fellows, and agents (collectively "WRI Members") must adhere to. The Code exists for us to use regularly as a practical resource to guide our decisions and actions in a manner that upholds our values and achieves our mission.

## Purpose

This Code of Conduct provides a comprehensive set of standards of behavior for all WRI Members. WRI operates in countries around the world and celebrates the diversity of people, thoughts, opinions and practices our broad geographic remit provides. As we learn and follow the different customs of a particular place, we must remain committed to WRI's values, especially in instances where local practices conflict with our Code of Conduct. Only through the consistent application of our values can we truly reflect WRI and its purpose.

WRI's Code of Conduct should also be used to make informed decisions about how WRI and its related projects and initiatives should operate. This Code of Conduct and associated WRI policies will provide useful guidance on the best way to engage in conduct that reflects WRI's values. It also serves to clarify the method for reporting, investigating, and enforcing required conduct and misconduct.

If you are ever unsure about interpretation and implementation of the Code of Conduct and our policies, you can ask for guidance from the [General Counsel](#), the primary point of contact for the policy in question, or any member of WRI's leadership team.

## Our Responsibility to Report

WRI is committed to ensuring that it maintains appropriate ethical and legal standards in its activities and operations. WRI's core value of integrity requires all WRI Members to conduct their activities in an honest and ethical way.

All violations of the Code of Conduct outlined in this document must be reported. The reporting procedures described here are applicable to every policy and sub policy listed in the Code of Conduct policy. If you believe that WRI, through the acts of any of its Members, is in violation of the law or our ethical obligations, you should report it immediately.

You can report a violation by:

1. Contacting your direct supervisor,
2. Contacting your project manager,
3. Contacting a member of the [Human Resources team](#),
4. Contacting a member of the [Legal team](#),
5. Contacting a member of [WRI's leadership](#), or
6. Submit an anonymous report through the [EthicsPoint hotline](#) or [Integrity Matters](#) (India Resources Trust's reporting service).

WRI has a [Whistleblower Policy](#) designed to protect your confidentiality when reporting violations or misconduct. This policy details the reporting methods listed above and guarantees that your identity will be kept confidential to the fullest extent possible regardless of which reporting method you choose.

If you choose to report through the [EthicsPoint hotline](#) or [Integrity Matters](#), your identity is not just kept confidential by the person you reported to but also kept completely anonymous from WRI. Reports submitted by the hotlines are handled by external third parties who will not disclose any of your personal information to WRI.

We encourage you not to wait until a situation escalates. Early reporting allows us to address inappropriate behavior promptly, helping to prevent further harm and ensuring we uphold our values in creating an [equitable and inclusive working environment](#).

WRI takes all reports seriously. No WRI Member who in good faith reports a violation will suffer harassment, retaliation, or adverse employment consequences for making a report. Any WRI Member who retaliates against someone who has reported a violation in good faith will be subject to disciplinary actions, up to and including termination of employment.

## Sustainability

WRI is determined to “walk the talk” in all aspects of our work by integrating sustainability principles in how we operate. Upholding our core values of integrity, urgency, and respect, we hold ourselves to the goals and standards we promote to others while communicating a clear commitment to sustainable practices. To help us achieve our ambitious goals, WRI has implemented several institutional policies and initiatives designed to ensure we all follow sustainable procurement practices (e.g., [WRI's Sustainable Products and Services Purchasing Guide, Catering & Events Policy](#)), minimize waste (e.g., [Zero Waste Guidelines](#)), and reduce travel emissions for business trips and day-to-day commuting (e.g., [WRI's Carbon Tax, Sustainable Travel Policy](#)).

For a full overview of WRI's sustainability initiatives, please review the [Sustainability Page on Banyan](#).

## Commitment to a Safe, Equitable, and Inclusive Workplace

WRI is an equal opportunity employer and is committed to ensuring equal opportunity and fair treatment of all its business activities without regard to any personal characteristic or status protected under any country, federal, regional, state, or other local law. The [Global Safe, Equitable, and Inclusive Workplace Policy](#) (SEIW Policy) best reflects this commitment and outlines how each of us at WRI is responsible for creating a welcoming work environment for all.

The SEIW Policy applies to all employees throughout all WRI locations and applies to behavior that affects a WRI employee or is carried out by a WRI employee, within or outside of the workplace. The Policy defines permissible behavior regarding interpersonal interactions, in alignment with our [“Greening the Workplace”](#) training, as well as non-permissible, inappropriate behavior, such as bullying, harassment, discrimination, and retaliation. The SEIW Policy provides an institute-wide process for reporting and investigating accounts of any inappropriate behavior, with detailed descriptions of reporting responsibilities and protections for reporters.

Other matters of institutional equity and safety are also addressed in the SEIW policy, including pay transparency and accommodation for disabilities. If you have any questions about the SEIW Policy or how it is implemented in your office, please contact the [Employee Relations team](#).

## Health, Safety & Security

WRI fundamentally believes that all people deserve respect, and we ensure human dignity, human rights, fundamental freedoms, and every individual's welfare is protected throughout all our work. To effectively protect the populations we serve, the partners we work with, and WRI

Members, we have developed several policies to ensure the health, safety, and wellbeing of everyone within the WRI community.

### **Prevention of Sexual Exploitation and Abuse (PSEA) & Safeguarding**

WRI is committed to preventing all forms of sexual exploitation and abuse and takes special care to safeguard vulnerable communities and any children under the age of 18 against financial manipulation, sexual or emotional abuse, or neglect.

WRI Members are prohibited from engaging in any form of sexual exploitation or abuse, especially towards any person participating in a WRI or WRI subaward recipient program or project.

WRI's [Prevention of Sexual Exploitation and Abuse](#), [Modern Day Slavery and Anti-Trafficking](#), and [Safeguarding Policies](#) provide more information on prohibited behavior of all WRI Members.

### **Human Subject Protection (HSP)**

WRI's Human Subjects Protection (HSP) Program establishes policies for minimizing risks to human subjects in programmatic work across all WRI offices. Given the nature of our work, these policies and processes focus on protecting personally identifiable information and sensitive information to ensure no information is improperly handled, thereby damaging an individual's social, financial or employment standing. More information about protection of human subjects can be found in our [Human Subjects Protection Policy](#). Details on when and how project teams should consult with the Research Integrity team, are available on the [HSP Banyan page](#).

### **Duty of Care**

To ensure safe practices and the health and wellbeing of WRI Members, WRI is committed to acting in the best interests of the people we support. This includes:

- Providing a safe working environment,
- Supporting WRI Members with training, information, and instruction so they can safely undertake their respective roles,
- Listening to and investigating complaints,
- Establishing and maintaining office emergency plans and protocols to address travel-related issues,
- Monitoring the conditions of working environments,

- Conducting risk assessments to identify hazards and risks, and implementing appropriate control measures where needed, and
- Ensuring WRI has adequate insurance policies in place to cover employees and the people our projects support.

WRI's Duty of Care can only function when our team members are equally committed to undertaking their work with care and complying with all instructions, training, and policies provided by WRI. Likewise, we encourage our team members to speak up whenever WRI's working environment or safety procedures could be improved or if you suspect a policy violation. Should an issue arise, you can contact your immediate supervisor, the [Human Resources Team](#), or any member of WRI's leadership team. In addition, all WRI Members are strongly encouraged to review the institutional [Policy Portal on Banyan](#).

## Code of Ethics

The following section outlines WRI's key policies on ethical behavior. All WRI Members must regularly review these policies when conducting work on behalf of WRI.

### Anti-Fraud

WRI is committed to preventing and detecting fraud.

Fraud is any wrongful or criminal deception intended to result in financial or personal gain. WRI Members are prohibited from engaging in any fraud or otherwise dishonest activity.

WRI will identify and promptly investigate all suspected fraudulent behavior of WRI Members. If an investigation proves that fraud occurred, WRI will take appropriate disciplinary actions which may include termination of employment and, if appropriate, legal action.

If you suspect fraud, WRI strongly encourages you to share any questions, concerns, suggestions, or complaints with your manager, or anyone in management you are comfortable approaching. Supervisors and managers must report suspected violations directly to the [Chief Financial Officer \(CFO\)](#). More information about what constitutes fraud and the steps WRI will take to investigate can be found in WRI's [Fraud Prevention and Control Policy](#).

### Anti-Bribery & Corruption

WRI Members must not participate in any corrupt practices, including bribery and money laundering.

Bribery occurs when a person offers, pays, seeks, or accepts a payment, gift, or favor to influence a business outcome improperly, or fails to prevent such actions. Facilitation payments are unofficial payments made to public officials to secure or expedite the performance of a routine action and are also considered bribes.

Money laundering occurs when the proceeds of crime are hidden in legitimate business dealings, or when legitimate funds are used to support criminal activities. All companies are at risk of being exploited in this way and we must be on guard to protect WRI's reputation and ensure we comply with the law. Everyone at WRI must comply with the anti-money laundering laws of the countries in which we operate, as well as all international regulations.

WRI members are prohibited from accepting or offering any bribes or participating in money-laundering. Further details are available in WRI's [Anti-bribery, Anti-money laundering, and Anti-corruption policy](#).

### **Ensuring WRI's Independence**

To safeguard against the possible suggestion that WRI's research and recommendations have been unduly influenced or "bought" by corporate interests, WRI must ensure that there is not a clear conflict of interest in accepting funding from a particular company or sector. As such, WRI does not accept funding from coal, integrated Oil & Gas (O&G) majors, or national O&G companies. Further information about WRI's [Intellectual Independence Policy](#) is available on Banyan.

Additional details on WRI's approach to handling donations and vetting which organizations we partner with are outlined in the [Corporate Vetting Policy](#) and the [In-Kind Gift Tracking Guidelines](#).

Beyond larger donations to fund specific projects, all WRI staff must be wary of the potential conflict of interest posed by giving and receiving smaller gifts, such as branded promotional materials or meals and other foodstuffs.

If you are ever unsure of how to respond when presented with a gift from another organization, you can contact your manager or the local Operations and Accounting Teams.

### **Conflict of Interest**

All WRI staff are prohibited from using their positions within WRI in any manner that is contrary to the best interests of WRI, or to promote their own business or personal interests, or those of family, friends, and business partners.

The existence or even the perception of a conflict of interest can damage WRI’s reputation, effectiveness, and relationships with our funders and stakeholders. An extensive list of potential conflicts of interest a WRI Member could face, as well as WRI’s disclosure and recusal procedures, are outlined in the [Conflict of Interest Policy](#).

### Policy Update Record

<b>Date</b>	<b>Summary of Changes Made</b>	<b>Approved By</b>
March 1, 2018	Original policy	General Counsel
April 7, 2025	Updated to clarify reporting requirement	General Counsel