Mission, Principles and Values

Our Mission
To fight poverty with passion and professionalism for lasting results
To help people help themselves and their environment by providing resources, sharing knowledge, building capacity, and forging partnerships in the public and private sectors
To be an excellent institution able to attract, excite and nurture diverse and committed staff with exceptional skills who know how to listen and learn

Our Guiding Principles
Client centered
Working in partnership
Accountable for quality results
Dedicated to financial integrity and cost-effectiveness
Inspired and innovative

Our Core Values
Personal honesty, integrity, commitment
Working together in teams — with openness and trust
Empowering others and respecting differences
Encouraging risk-taking and responsibility
Enjoying our work and our families
## Table of Contents

2 Letter from Mr. Wolfensohn

3 Letter from the Chair of the Staff Association

4 Introduction
   4 What Does Professional Ethics Mean at the World Bank Group?
   4 Why a Code of Professional Ethics?
   5 To Whom Does the Code Apply?

6 Standards of Professional Conduct

7 Staff Relations
   7 Diversity
   7 Fair Treatment of Colleagues
   7 Respectful Treatment of Colleagues
   8 Exercise of Authority
   8 Retaliation
   8 Privacy
   9 Work-Family Life Balance

10 Conflicts of Interest
   10 Gifts and Gratuities
   10 Hiring or Advancement of Relatives
   11 Outside Activities and Future Employment
   11 Financial Interests
   11 Political Activities
   12 Relationships with Governments, Private Sector, and Non-Governmental Organizations
   12 Disclosure of Confidential Information

13 World Bank Group Operations
   13 Accuracy of Books and Records
   13 Procurement
   13 Use of World Bank Group Assets
   14 Community Commitment
   14 Environmental Commitment
   14 Kickbacks, Bribery and Facilitation Payments

15 Any Questions? Helpful Resources

16 Steps To Take

17 Contact Information

18 Some Definitions

19 Acknowledgement, Comments and Suggestions
Letter from Mr. Wolfensohn

As staff of the World Bank Group, we strive for excellence in all aspects of our work. Our success in fighting poverty and enabling others to help themselves depends on our ability to uphold and promote only the highest of ethical standards.

Over the past several years, we have fostered a dialogue on corruption in our member countries and its impact on our work. This dialogue has served us well. It has increased our awareness and helped us to better address the ethical issues that arise in our interactions with clients. But there is more to be done. Our commitment to ethics extends well beyond issues of corruption. To be truly effective in what we do, we must be open and willing to address the ethical challenges that we encounter in all areas of our work — as we are doing through the Committee of Sponsoring Organizations (COSO).

Fair treatment of all staff, conflicts of interest and retaliation are only a few of the issues that we must confront more openly as we build a stronger World Bank Group culture — one consistent with our core values of integrity and mutual trust.

As you know, much has changed since the World Bank Group first wrote its Code of Professional Ethics. As the global environment has changed, it is only fitting that we revisit and renew our ethical commitments. This Code embodies high ethical standards, and is intended to serve as a guide for staff and managers to use in day-to-day interactions and decision-making. While it cannot possibly address all of our ethics questions, the Code can and must serve an important role in the process of building a stronger World Bank Group culture in light of our organization’s Mission, Guiding Principles, and Core Values.

There is no doubt that the success of the World Bank Group requires a mutual commitment between this organization and its staff. Through the Code, the World Bank Group shows its commitment to maintaining a work environment that supports our staff and upholds our organization’s values. In the spirit of mutual commitment, I ask for your full support as together we forge these positive changes in our organization in the new millennium.

James D. Wolfensohn
Colleagues,

The Staff Association welcomes current efforts to make management and staff more aware of the role of ethics in the culture of the World Bank Group. Resolving issues of right and wrong — what is ethical and what is not — can be very complicated, especially when considered across the range of World Bank Group experiences. In that context, we believe that issuing a new Code of Professional Ethics will provide all of us with a useful framework for thinking about ethical matters.

For years, the Staff Association has been concerned with developing a more congenial organizational culture. We as individuals make up this organization. How we behave toward each other and how we deal with outsiders defines the institution’s culture. We have to work at creating the institutional culture that reflects our values.

Ethics is not a simple set of rules on how to behave. It is a set of principles that we apply to our personal interactions. And, because we face a large number of experiences and we deal across a wide array of cultures, we need to think deeply about how we interact with others. A positive work environment doesn’t just happen; it comes about mainly because we have a desire to contribute to the harmony of our workplace, and consequently we ask ourselves many questions that relate to behavior.

We believe this new Code will stimulate our thinking about how we interact with each other and outsiders. We hope it will help us ask more questions and feel more confident about what is acceptable behavior and what is not.

Sincerely,

Jamil Sopher
Chairman
World Bank Group Staff Association
Introduction

What Does Professional Ethics Mean at the World Bank Group (IBRD, IDA, IFC, MIGA and ICSID)?
Professional ethics helps us to define our roles and responsibilities — both to ourselves and to our various constituencies. In our work, professional ethics means:

- upholding both the letter and the spirit of the principles, rules and guidelines applicable to World Bank Group staff members;
- fostering accountability;
- eliminating unfair and disrespectful treatment of others;
- asking questions when we are confronted with ethical issues;
- encouraging open dialogue and discussion;
- candidly acknowledging, and learning from, our mistakes;
- feeling proud of what we have achieved and how we have achieved it; and
- being humble in considering what we can improve and how we can do it.

Why a Code of Professional Ethics?
The Code is intended to serve as a user-friendly guide for staff and managers to use in day-to-day interactions and decision-making, consistent with our Mission, Guiding Principles, and Core Values. It does not purport to contain all the answers, and does not address every ethical issue that staff may face. The Code is not a substitute for good judgement, nor does it replace or supersede the Principles of Staff Employment, the Staff Rules, and other applicable principles, rules and guidelines. Rather, it serves as a bridge between our aspirations and operational realities, and speaks to the spirit of our commitment to our Mission.

The Code is also a tool to encourage discussion of ethics and to improve our response to work-related ethical dilemmas and uncertainties. For these reasons, it contains a final section with references to relevant documents, services, and other resources related to ethics within the World Bank Group.

The focus of ethics... is how to live a human life among human beings, and live it well.

FERNANDO SAVATER
SPANISH WRITER AND PHILOSOPHER
The World Bank Group will strive to foster and maintain a positive work environment that supports the ethical behavior of its staff. Management must actively encourage the dialogue on ethics, and provide guidance for staff through programs, training materials, and other resources, and ensure that internal systems, policies, and procedures are consistently aligned with the World Bank Group’s ethical goals.

To Whom Does the Code Apply?
The Code applies to all World Bank Group staff (including managers, consultants, and temporary employees) all over the world. It also applies to the World Bank Group as a complex of institutions, operating through its management’s decisions and actions.

The best way to find yourself is to lose yourself in the service of others.

MAHATMA GANDHI
INDIAN ASCETIC AND NATIONALIST LEADER
The integrity of men is to be measured by their conduct, not by their professions.

JUNIUS
ENGLISH POLITICAL AUTHOR

Standards of Professional Conduct

The World Bank Group statement on its Mission, Guiding Principles, and Core Values articulates what we stand for and how we work with our clients, our partners, and each other. Our commitment to fighting poverty with passion and helping people help themselves demands institutional excellence in every respect.

Our conduct must be inspired by the high ethical standards enshrined in this Code and other applicable principles, rules and guidelines. We should seek to avoid even the appearance of impropriety in all of our decisions and actions. An essential element of appropriate conduct is compliance with the obligations embodied in the Principles of Staff Employment and Staff Rules, the violation of which may result in disciplinary actions.
Staff Relations

The World Bank Group undertakes to foster an environment in which all staff can work together in teams — with openness and trust. Each of us will participate in this endeavor by empowering others, respecting differences, and encouraging risk-taking and accountability.

Diversity
One of our greatest strengths is our diversity — staff from many countries who bring a wide range of cultural, professional and personal experience to bear on the complex problems of development. As stated in the constitutive instruments of its institutions, the World Bank Group pays due regard to the importance of recruiting personnel on as wide a geographical basis as possible, subject to the paramount importance of securing the highest standards of efficiency and technical competence. The World Bank Group endeavors to provide its staff with a positive, productive and motivating workplace where a wide range of experiences are valued and all staff feel that they can contribute to their full potential. As staff and managers, we will respect differences and work together to achieve the World Bank Group’s Mission.

Fair Treatment of Colleagues
The World Bank Group is committed to a fair, equitable, and impartial treatment of all staff. Managers must make clear in their communications and actions that unfair, inequitable, and partial treatment is unacceptable and will not be tolerated.

We must apply World Bank Group principles and rules consistently to all staff. Management’s decisions and evaluations regarding staff should be based on fair assessments of work and on factual observations. As managers and staff, we all have the responsibility to guard against treating any specific group or individual in a way that reflects bias or favoritism, or that produces undue advantages or disadvantages.

Recognition of the inherent human dignity of all members of the human family is the foundation of freedom, justice and peace

UNIVERSAL DECLARATION OF HUMAN RIGHTS
UNITED NATIONS, 1948
Respectful Treatment of Colleagues
The World Bank Group is committed to creating a respectful workplace free of harassment and intimidation for its entire staff. An open, trusting work environment is essential to our effectiveness and to maintaining staff morale. Harassment is any type of speech or conduct that unreasonably interferes with work or creates an intimidating, hostile, or offensive work environment. Sexual harassment is any unwelcome sexual advance, request for sexual favor, or other verbal, nonverbal, or physical conduct of a sexual nature, which unreasonably interferes with work, is made a condition of employment, or creates an intimidating, hostile, or offensive environment.

The multicultural composition of our staff adds a special challenge because behavior that might be regarded as acceptable in one culture may give offense in another. In general, if a behavior is unwelcome, it should be stopped immediately. We all have a responsibility to communicate clearly to our colleagues about behavior we find offensive and would like to be stopped. Managers must make clear in their communications and actions that harassment is unacceptable and will not be tolerated.

Exercise of Authority
Working for the World Bank Group often confers substantial authority. We commit to wield this authority with the utmost discretion and respect in all management-staff, client, governmental, contractor and supplier relations. Exceeding our authority is sometimes difficult to recognize and often unintentional. Indiscreet or disrespectful exercise of authority can result in highly negative consequences for clients, contractors, suppliers, and colleagues, and, since staff are often perceived as the voice of the organization, to the World Bank Group as well. Staff and managers alike need to be sensitive to the potential damage that an indiscreet or disrespectful exercise of authority can inflict on others.

Retaliation
Our freedom and responsibility to raise issues, concerns, and problems is essential to empowering our staff and maintaining our institutional integrity. In this respect, the World Bank Group shall protect staff from retaliation, i.e., from any attempt to harm the effectiveness, opportunities or position of a person who has raised issues, concerns, or problems. This responsibility applies to retaliation from individuals within the World Bank Group, as well as from external officials or other persons threatening or applying retaliation against staff members in the course of performing their duties.

What you do not want done to yourself, do not do to others.

CONFUCIUS
CHINESE PHILOSOPHER
Fear of harm resulting from frivolous or unfounded charges can, like fear of retaliation, discourage staff from acting and upholding the high ethical standards to which we aspire. Complaints of retaliation, and of frivolous or unfounded charges, shall be taken seriously and dealt with promptly. The World Bank Group is committed to protect staff members who are subject to retaliation from disgruntled officials, contractors or suppliers as a consequence of the proper performance of their job-related responsibilities.

**Privacy**

The World Bank Group is committed to respecting the privacy of staff. Confidential information — including personnel files, medical records, information concerning investigations, and disciplinary actions — shall be kept from inappropriate use and disclosure, and will only be accessed for authorized and legitimate business needs.

The World Bank Group respects staff privacy off the job and will not seek to regulate private conduct, unless such conduct impairs a staff member’s ability to perform work satisfactorily and is otherwise incompatible with the Principles of Staff Employment. Our status as international civil servants carries certain obligations as regards conduct, both at work and elsewhere. Hence, the World Bank Group attaches great importance to the observance of local laws by staff, as well as the avoidance of actions that could be perceived as an abuse of the privileges and immunities conferred on the World Bank Group and its staff members. For example, staff are expected to meet their private legal obligations to pay child support and alimony, and to comply with applicable laws concerning the treatment of G-5 domestic employees.

**Work-Family Life Balance**

The World Bank Group recognizes that the competing demands of work and family life are a challenge, and celebrates staff’s commitment and passion for meeting our chartered objectives. At the same time, the World Bank Group encourages staff to establish and maintain an appropriate balance between work and family life.

To assist staff in achieving this balance, the World Bank Group will endeavor to provide an enabling environment that supports staff to more effectively manage and attend to the personal and family aspects of their lives.

*Work is good, provided you do not forget to live.*

**BANTU PROVERB**
Conflicts of Interest

Staff members must act in the interest of the World Bank Group and the furtherance of its Mission. As such, we shall avoid conflicts — or even the appearance of conflicts — between our personal interests and our responsibilities to the World Bank Group. For example, relationships, decisions, and actions that involve our own or others’ personal interests may interfere with our ability to remain independent and impartial in performing our duties. Avoiding conflicts of interest requires our alertness and commitment. When situations involving a potential conflict of interest arise or change, we shall seek timely clarification or permission, as needed.

Potential conflicts of interest are many. Without prejudice to the discipline provided for in Staff Rule 3.01 and any other applicable rules, some of the types of conflict may be referred to here, as follows:

Gifts and Gratuities
The world’s cultures have rich and diverse customs concerning the giving and receiving of gifts. However, as the giving or accepting of a gift may appear to create an obligation, we avoid, as a rule, giving or accepting gifts, favors, or gratuities in connection with official duties. When this is unavoidable, however, we must be extremely careful not to give or accept gifts of value that might constitute a real or apparent attempt to influence our decisions or actions. While small gifts of a social or customary nature are acceptable, no gift should exceed the value indicated in the applicable rules (currently US$50).

Questions concerning cultural norms about gift-giving, as well as the acceptance and estimated value of gifts, should be addressed to managers or the Professional Ethics Office.

Hiring or Advancement of Relatives
The hiring of relatives is subject to the provisions of Staff Rule 4.01 and any other applicable rules. Because of the potential for misunderstandings, we shall disclose and withdraw ourselves from any activities that involve the hiring, advancement, promotion, or evaluation of relatives.
Outside Activities and Future Employment

The World Bank Group, its managers and staff share the responsibility for keeping the organization free from embarrassment arising from real or perceived conflicts of interest. Specifically, staff members shall comply with any disclosure obligations and shall exercise the necessary discretion to avoid causing embarrassment to the World Bank Group. In turn, the organization has the responsibility to conduct a timely evaluation of any perceived or real conflict of interest of which it has knowledge, and promptly inform staff of its decision. Furthermore, managers shall comply with any review and other obligations regarding conflicts of interest. Staff members shall inform the World Bank Group of any material changes to approved outside activities, and shall not perform such activities, if the material changes give rise to real or perceived conflict of interest.

We will not engage in outside public or private employment, except as otherwise provided for in Staff Rule 3.01 and any other applicable rules. We are encouraged to engage in volunteer or charitable activities without such permission so long as we believe, in good faith, that our participation does not violate the criteria outlined above. Likewise, outside activities that are beneficial to the World Bank Group and the achievement of its Mission, or contribute to the development of the professional knowledge and skills of staff members, are not only permitted but also encouraged.

We will not allow our actions and decisions to be influenced by the prospect of future employment with others who deal with the World Bank Group. If dealing with prospective future employers, we will observe the requirements set out in Staff Rule 3.01 and any other applicable rules.

Financial Interests

It is vital that the World Bank Group’s business activities and its relationships with other organizations, businesses, suppliers, contractors, and the like remain beyond reproach. As a result, we shall disclose any personal business or financial interests — as well as those of our immediate family members — that might reflect unfavorably on, or cause embarrassment to, the World Bank Group or be in actual or apparent conflict with our duties to the World Bank Group. Staff must disclose information when they are an officer, or owner, or when they have a financial interest in any organization doing business with the World Bank Group. If in doubt about disclosing information, consult the Professional Ethics Office.

Political Activities

Our independent judgements are essential to our integrity as staff members, and to the World Bank Group as a complex of institutions. We are committed to serving as responsible citizens and exercising our civic duty. We must, however, avoid political activities outside of work that may compromise our duties and responsibilities — or those of other staff members — to the World Bank Group.
We will conduct ourselves at all times in a manner befitting our status as independent, international civil servants and officials and staff of the World Bank Group.

Staff members may vote and belong to political parties, but shall refrain from partisan political activity, including becoming candidates for, or accepting appointments to, national public office. In such cases, the staff members in question should resign their position at the World Bank Group.

Relationships with Governments, Private Sector, and Non-Governmental Organizations

We deal extensively with governments and other authorities, and increasingly with private investors and civil society. Maintaining positive relationships with them is critical. At the same time, we must be mindful of our status as independent, international civil servants and officials and staff of the World Bank Group. As such, we shall not seek or accept instructions in regard to the performance of our duties from any authority external to the World Bank Group. We seek to avoid even the appearance of impropriety in all our interactions with these entities, as well as with their officials and employees.

Disclosure of Confidential Information

Openness and transparency are fundamental to our organization’s values and to promoting honest debate and teamwork. The World Bank Group is committed to being open with the media and other external constituencies, and encourage staff to speak publicly on their areas of expertise. However, we must sometimes protect sensitive information to safeguard the rights of our clients, partners and staff. Leaking confidential material can damage due process and undermine our development objectives.

Confidential information — either about the World Bank Group or any companies, governments, or other entities we deal with — must not be used for personal, family, or others’ gain. If we become aware of any information which is not public but which might affect any parties to World Bank Group transactions, we must not use, speculate, or trade in any stock or securities of these organizations. Nor may we disclose confidential or non-public information to others who might do so. This responsibility is particularly critical when different institutions or departments of the World Bank Group are advising separate parties to the same transaction.

If you are uncertain whether information is public or not, or whether a particular transaction might be — or appear to be — insider trading, consult your manager or the Professional Ethics Office.
World Bank Group Operations

Our commitment to the values of financial integrity and cost-effectiveness must guide our actions and decisions in all World Bank Group operations.

Accuracy of Books and Records
All accounting, books, time recordings, and other records of the World Bank Group must truthfully and accurately convey the information they purport to represent. All such records must conform to the World Bank Group’s policies and accounting principles. We are responsible for data entry and retrieval, and for the use of the World Bank Group’s information systems and assets, in accordance with World Bank Group business processes.

Time records are a specialized form of accounting records. It is important to ensure an accurate recording of time records for all staff members. Inadequate or incomplete time records can lead to poor or wasteful managerial decisions regarding the deployment of scarce resources.

Procurement
We must ensure that our internal methods of procurement and those used by our clients in the execution of World Bank Group projects are fair and transparent. We shall adhere to applicable World Bank Group policies and guidelines regarding procurement procedures. We have a responsibility to ensure that the execution of our procedures related to procurement does not result in favoritism or even give the appearance of favoritism.

Use of World Bank Group Assets
We are entrusted with numerous World Bank Group assets, and have a special responsibility to protect and use them appropriately. This includes not only cash and other financial assets, but also assets such as facilities, equipment, software and hardware, and supplies. These assets should be used and maintained with utmost care and respect, guarding against waste and abuse. They should be used for purposes directly related to conducting World Bank Group business or for purposes authorized by management. On these matters, as always, staff members should use common sense and good judgement.

A little in accuracy sometimes saves a ton of explanation.
Saki (H. H. Munro)
British Short Story Author
Community Commitment
The World Bank Group and its staff will respect the human dignity of all the people whose lives we impact. We will respect the life, dignity, and property of people, being civic-minded and sensitive to local cultures. Concerns about potential attacks on human dignity should always be voiced. In short, we will be responsible, good corporate citizens of the communities in which we operate.

Environmental Commitment
We will conduct the work of the World Bank Group in a responsible manner in accordance with applicable environmental principles and rules. We will pay close attention to the impact of our decisions on environmental conservation and protection. It is our responsibility to raise questions and concerns regarding conditions that could be considered harmful to human health, safety, and the environment.

Kickbacks, Bribery and Facilitation Payments
Our commitment to financial integrity and cost effectiveness requires us to avoid any payments that may improperly influence officials, business partners or other individuals. We must exercise due diligence to avoid that funds are being diverted toward illegal payments of any kind. Where we are unsure of the ultimate destination of payments, or are concerned about their legality, we shall consult our manager or the Professional Ethics Office. We shall ensure that payments are in accordance with applicable World Bank Group rules, policies, and procedures, and at all times we shall record them accurately and promptly.

A community is like a ship; everyone ought to be prepared to take the helm.
HENRIK IBSEN
NORWEGIAN DRAMATIST
Any Questions? Helpful Resources

People
• Your manager
• Human Resources
• Staff Association
• Ombudsman Office
• Office, Senior Adviser on Gender Equality
• Office, Senior Adviser on Racial Equality
• Mediation Office
• Professional Ethics Office
• Appeals Committee

Agreements and Policies
• World Bank Group constitutive instruments
• IBRD, IFC, IDA Articles of Agreement
• MIGA Convention
• Staff Rules
  • 0.01 — Principles of Staff Employment
  • 2.01 — Confidentiality of Personnel Information
  • 3.01 — Outside Activities and Interests
  • 8.01 — Disciplinary Measures

Administrative Policies and Statements
• Statement 4.00A — Guidelines for the Provision of Gratuities and Gifts in Field Offices
• Statement 6.20 — Information Security Program
• Statement 10.20 — Security of Records
• The World Bank Policy on Disclosure of Information
• IFC Policy on Disclosure of Information
• Preventing and Stopping Sexual Harassment in the Workplace

You can tell whether a man is clever by his answers.
You can tell whether a man is wise by his questions.

NAGUIB MAHFOUZ
EGYPTIAN NOVELIST
Steps To Take

Always think globally, but first act locally. When you have a concern about misconduct, resolve it one step at a time. First, talk to your manager.

Second, if the manager is unable to resolve the issue — or if your manager is the problem — take your concerns up the management chain within your own organization.

Third, call our HotLine to report any allegation of fraud, corruption, financial irregularities, or violation of laws.

You can reach the World Bank Group HotLine for Fraud and Corruption at (800) 831 0463, or on the International Line at (704) 556 7046.

Fourth, if you are uncomfortable calling the HotLine, or if you are unsure whether what you have seen or heard is misconduct, or if you have any questions or concerns — call the Ethics HelpLine collect at (202) 458 7000. And remember, you can call anonymously by identifying yourself as “W.B. Ethics”.
Contact Information

Staff Association
Tel 202 473 9000
Fax 202 522 2025
Email saassociation@worldbank.org
Website http://sa.worldbank.org

Ombudsman Office
Frederick Temple
Tel 202 473 0001
Fax 202 522 1612
Email Ftemple@worldbank.org
ombudsman@worldbank.org
Website http://ombudsman.worldbank.org

The Office of Diversity Programs
Juliana Oyegun
Tel 202 458 2865
Fax 202 522 3434
Email joyegun@worldbank.org
Website http://diversity.worldbank.org

Department of Institutional Integrity
Wayne Nardolillo
Tel 202 458 9734
Fax 202 522 7140
Email wnardolillo@worldbank.org
Investigations_hotline@worldbank.org
Website http://integrity.worldbank.org

Office of the Administrative Tribunal
Nassib Ziade
Tel 202 458 1587
Fax 202 522 3581
Email Nziade@worldbank.org
tribunal@worldbank.org
Website http://tribunal.worldbank.org

Mediation Office
Maria Borrero
Tel 202 473 3608
Fax 202 522 7444
Email mborrero@worldbank.org
mediation@worldbank.org

Appeals Committee
Anne Thomas
Tel 202 458 7866
Fax 202 477 1259
Email abthomas@worldbank.org
appeals@worldbank.org
Website http://appeals.worldbank.org
Some Definitions…

**Internationally minded** — remaining free from prejudice and bias, avoiding arrogance, being tolerant of differences and faithful to the Mission of the World Bank Group;

**Independent** — acting only in the interests of the World Bank Group and not those of outside parties (e.g., our region, country, political party, relatives, friends, or associates);

**Impartial** — being just and fair, receptive to the concerns of others, and applying appropriate criteria in pursuit of business objectives;

**Courageous** — raising and pursuing difficult professional and ethical issues or questions, encouraging open discussions about ethical issues, and seeking help when in doubt about one’s own actions or those of others;

**Trustworthy** — telling the truth, keeping our promises, and consistently meeting high standards of honesty, integrity, and commitment in all that we say and do;

**Responsible** — pursuing excellence in all activities, promoting accountability, and showing self-restraint when appropriate;

**Competent** — seeking to improve our own skills as well as those of others, striving for greater knowledge, and always using professional judgment and discretion;

**Respectful** — treating our clients with respect and each other with courtesy and decency, listening to and acknowledging the views of others, honoring the rights of those affected by our decisions, and safeguarding their privacy and dignity; and

**Civic-Minded** — supporting the rule of law and fulfilling our civic responsibilities.
I acknowledge that I have received my personal copy of the World Bank Group’s Code of Professional Ethics.

Signature

Print Name

VPU/Department

Date

Comments/Suggestions

Please list your additional comments on the back.

Mail this form to: Anita Baker, Professional Ethics Office, World Bank Group
1818 H Street, NW, Washington, DC 20433 USA
First Printing: December 1999

The latest edition of the Code is located at
INTRANET http://ethics.worldbank.org
INTERNET http://www.worldbank.org/ethics