

Women20 (W20) is an official engagement group of the G20 and is dedicated to building understanding of and support for empowerment of women around the world.

The Ethics Code is aligned with the principles and values that underpin all activities of the W20 in order to ensure the highest standards of professional conduct and working relations. The Ethics Code enables the W20 to have transparency, achieve key objectives, and comply with relevant laws and regulations. The Code sets out minimal guidelines for expected behaviour and ethical standards and applies to all leadership, delegates, support, volunteers, partners, suppliers and parties directly engaged with the W20.

Honesty and integrity will be the hallmarks of all conduct when dealing with colleagues internally, and externally when engaging with individuals and institutions. Everything W20 does will be able to stand the test of scrutiny by the public, the media, stakeholders, funders, governments and other institutions. Failure to comply and abide by the Code can result in removal from W20.

Delegates and all external parties engaged with the work of W20 must be committed to observing and promoting the highest standards of ethical conduct at all times and particularly during the W20 Summit, meetings, and related events. These standards are not intended to create any contractual rights but are designed to promote efficiency, productivity, and cooperation at all W20 events.

### Accountability to W20

1. Remain a citizen of good standing and always promote the highest level of integrity, professionalism and ethical conduct in undertaking W20 activities.
2. Exercise reasonable care, good faith, and due diligence in interactions and W20 affairs.
3. Support the W20 objectives and mission and act as their guardian and champion.
4. Abide by the Governance document and the policies and procedures of W20.
5. Fully disclose, at the earliest opportunity, information that may result in a perceived or actual conflict of interest in W20 decision-making.
6. Remain accountable for prudent fiscal management and where applicable, to government and funding bodies.

### Professional Excellence

7. Maintain a professional level of courtesy, respect, inclusivity, diplomacy and objectivity in W20 activities.
8. Strive to uphold best ethical practices and assist other W20 delegates in upholding the highest standards of conduct, as well.

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<sup>1</sup> This W20 Ethics Code was approved under the South African Presidency on 12/18/2025 by consensus.

### **Personal Gain and Protecting W20 Reputation**

9. Ensure that actions taken are for the good of the W20, rather than for personal benefit or for the benefit of a delegation.
10. W20's name must not be used for personal gain (including but not limited to personal fundraising in any form from any party engaged in the W20, or by the unauthorised use of W20 materials).
11. Ensure that W20 resources and materials are protected and used responsibly.

### **Equal Opportunity**

12. Ensure that appropriate and effective courtesy and services and activities are provided without discrimination of any sort.
13. Behaviour and actions which constitute discrimination, harassment bullying or similar conduct, sexual exploitation or other sexual misconduct are unacceptable and will not be tolerated.

### **Confidentiality and Records**

14. Maintain confidentiality of sensitive information acquired because of participation in the W20.
15. Records must be accurately and securely maintained.
16. When speaking as a delegate or private citizen, the reputation of the W20 must be upheld. The internal workings of the W20, meetings, discussions and any internal disputes are considered confidential and must not be spoken about externally.

### **Collaboration and Cooperation**

17. Respect the diversity of opinions across the W20.
18. Promote collaboration, cooperation, and partnership among all delegates and delegations.
19. Engage in debate and voting in meetings according to procedures, maintaining a respectful attitude toward the opinions of others whilst having a voice.
20. Cooperate in any W20 investigation or governance investigation and/or mediation that may arise.

### **Reporting Violations**

21. W20 delegates, affiliated staff, volunteers, meeting attendees, external partners or vendors can inform their W20 Point of Contact of incidents or violations at any time. They can also utilize their Head of Delegation, the Troika, and/or an appointed ad hoc committee within the W20 to handle disputes.

I confirm that I have read and commit to the Code of Ethics by my participation in the W20 and also evidenced by my signature below.

Name \_\_\_\_\_

Date \_\_\_\_\_

Signature \_\_\_\_\_