

W20 is committed to ensuring its decisions and decision-making processes are, and are seen to be, free from personal bias and do not unfairly favour any persons connected with its work. The purpose of this policy is to protect the integrity of the W20 decision making process, in particular related to funding and donations received and the integrity and reputation of W20 and its delegates.

The W20 Presidency, will:

- ensure every delegate understands what constitutes a conflict of interest and that they have a responsibility to recognise and declare any conflicts that might arise for them,
- keep a register² of interests³ for all delegates and review the register annually,
- document the conflicts and the actions taken to ensure that the conflicts do not affect the decision making of the W20.

It is accepted and acknowledged that delegates will have other interests - business, public duty and charitable - other than those of W20. Disclosing this information within the W20 ensures that there is not a conflict of interest that impacts the W20 and also protects the delegates from appearances of impropriety. Delegates must ensure they do not put themselves in a position where their personal interests result in a conflict with their duty to act in the interest of W20. Failure to declare a conflict of interest may be considered a breach of the policy and could result in a delegate leaving W20.

1. Real Conflict of Interest

Definition: A real conflict of interest arises when an individual's participation within the W20 intersects with their personal interests, resulting in a situation where their decisions or actions could be influenced by these personal interests.

One Example: A member of the W20 network is also a board member of another organization that stands to benefit financially or otherwise from a policy recommendation being formulated by the W20. If this member participates in the decision-making process for the policy recommendation, their ability to act impartially could be influenced and/or compromised by their financial or other ties to the other organization.

2. Potential Conflict of Interest

Definition: A potential conflict of interest exists when an individual's participation within the W20 could intersect with their personal interests in the future. Although no conflict has arisen yet, the circumstances are such that a conflict could reasonably be anticipated.

One Example: A volunteer in the W20 network is considering applying for a grant from an organization that is currently being evaluated by the W20 for a partnership. Although the conflict has not yet materialized, there is a potential for future conflict if the volunteer ends up in a position where they could influence the evaluation process or benefit from the partnership decision.

¹ Approved during the South African Presidency on 12/18/2025

² A register in W20 will be a file on the iSAW platform

³ Interests will be potential conflicts of interest/influence as noted on the form.
A delegate's interest includes their partner.

3. Perceived Conflict of Interest

Definition: A perceived conflict of interest occurs when an outside observer might reasonably believe that an individual's decisions or actions are influenced by their personal interests, even if no actual conflict exists. Perceptions of conflict can undermine trust and credibility.

One Example: A well-known advocate within the W20 network is publicly seen socializing with executives from an organization that could be negatively impacted by W20's policy recommendations. Even if the advocate has no financial or personal ties to the organization and remains impartial, the appearance of a close relationship could lead others to perceive a conflict of interest, potentially damaging the credibility of both the advocate and the W20 network.

4. Family Members

If the delegate feels that any of these provisions could rise to the level of a conflict with one of their family members, it is up to them to disclose on the attached form.

Managing a Conflict of Interest Process

1. Completing a Declaration of Conflict of Interest Form:

- W20 delegates will complete an annual Declaration of Conflict of Interest Form, as provided below, to register an actual, potential or perceived conflict of interest to enable action to be taken to assess the risk and where required to manage or mitigate it.

2. Identifying a Conflict:

- Encourage members to recognize and report any potential, real, or perceived conflicts of interest promptly.

3. Disclosing a Conflict:

- The delegate involved should disclose the conflict in writing to the Presidency.

4. Evaluating a Conflict:

- The current W20 Presidency reviews the disclosure to determine the nature and extent of the conflict and determines whether it wants to seek advice.

5. Deciding on Mitigation Actions:

- The Presidency retains the right to mitigate actions expeditiously, fairly, and on its own authority.

6. Implementing Mitigation Measures:

- The W20 Presidency implements the decided measures to manage the conflict effectively.

7. Monitoring and Review:

- The Presidency continues to monitor the situation to ensure the conflict is managed and does not affect the integrity of W20 activities or the delegate.

8. Document the Process:

- Any record related to the conflict including records of the disclosure, evaluation, and mitigation actions will be kept by the Presidency for transparency and future reference.

W20 Delegate Declaration of Conflict of Interests Form⁴
August 2025

Title:	
First name(s):	
Surname:	
Name of delegation and date of appointment to delegation:	
Head of delegation or delegate:	

Set out below are my interests and my partner’s interests in accordance with W20 Conflicts of Interest Policy

1. Current employment and any previous employment in which you continue to have a financial interest. Please name the employer. Paid Positions

2. Appointments (voluntary or otherwise) e.g. trusteeships, directorships, public appointment or elected office including political interests if publicly recorded, tribunals. Please name any appointed positions that you or your partner hold. Pro bono Positions.

⁴ Approved during the South African Presidency on 12/18/2025

3. Membership of any professional bodies, special interest groups or mutual support organisations.

4. Positions/connections with other NGOs or UN related organisations, knowledge partners and or international organisations – <i>please indicate if post is remunerated:</i>

Any other information that could rise to a potential conflict not covered by the above.

Information for Delegates

The information provided will be held on the iSAW platform in the Troika Folder. The Troika keeps a list of the conflicts of interests that may be made available internally for specific purposes set out in the W20 Conflicts of Interest Policy, i.e., resolving and managing conflicts of interest and annual reporting.

Your signature below indicates your awareness of the Women20 Code of Conduct and Conflict of Interest Policy and Procedure and your responsibility to declare a conflict of interest should it arise and to review the accuracy and update the information on an annual basis. If you are in any doubt, you should seek advice from your Head of Delegation who will refer the matter to the Troika, if required.

<i>Please complete and sign this Form and return it to W20 Presidency</i>	
Signature:	
Date:	Email: