



<u>Policy Approver:</u>	Chief Executive Officer
<u>Policy Owner:</u>	Chief Regenerative Officer
<u>Policy Lead:</u>	Chief Legal and Risk Officer

Welfare, Religious Promotion and Partisan Politics Policy

Our policy on not engaging in activities that are directed towards welfare, religious promotion and partisan politics.

1 Introduction

This policy sets out our commitment to not engaging in, funding or otherwise supporting activities that are directed towards the provision of human welfare, promoting religion or partisan politics.

2 Scope of the Policy

This policy applies to:

- (a) all our personnel (being our directors¹, employees, interns, students on vocational placement, volunteers and independent contractors and consultants); and
- (b) all our partner organisations and their personnel involved in our activities and work.

The application of this policy to our partner organisations is described further below in clause 4.3.

3 Policy Statement

- (a) We must not engage in, fund or otherwise support any activity that is directed towards:
 - (i) the provision of human welfare;
 - (ii) promoting religion; or
 - (iii) partisan politics.
- (b) Our personnel and partner organisations must not engage in activities that are directed towards the provision of human welfare, promoting religion or partisan politics in their capacity as our personnel (whether actual or perceived).
- (c) Compliance with this policy and the law are conditions of working or undertaking any form of business with or for us. Any breach of this policy is a serious matter that may compromise our status as a charity and/or funding for our work. A breach of this policy may result in disciplinary action (including dismissal) and/or termination of a partnership or an agreement.

¹ If our Board has adopted a separate policy regarding the subject matter of this policy, then that policy takes precedence with respect to our directors.



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4 Policy in Practice

4.1 What we mean in this policy

In this policy:

- (a) By “**activities and work**” we include:
 - (i) our programs and projects; and
 - (ii) activities resourced by us.
- (b) By “**human welfare**” we mean care and maintenance which aims to maintain people in a particular condition on a longer-term basis and is not normally expected to provide substantial and broad impact on social and economic conditions in the community. Examples of welfare include home-based and institutional care programs, such as those provided by orphanages, homes for the elderly, hospices and the provision of food for those who are destitute. Typically, welfare activities:
 - (i) are implemented independently of other sustainable community development activities;
 - (ii) include no strategy for integration into broader community development programs;
 - (iii) are provided on an individual or family basis rather than on a community basis, and are unconnected to emergency needs; and
 - (iv) are implemented on a long-term basis with no clear exit strategy.
- (c) By “**partisan politics**” we mean:
 - (i) political, lobbying or advocacy activities carried out for the sake of or in support of a particular political party, faction within a political party, candidate for public office or organisation affiliated with a political party or candidate for public office; and
 - (ii) any other activity undertaken in furtherance of a purpose of promoting or opposing a political party or a candidate for political office.
- (d) By “**partner organisations**”, we mean:
 - (i) any WWF offices or entities around the world;
 - (ii) third party contractors, sub-contractors and consultants; and
 - (iii) personnel (being directors, employees, interns, students on vocational placement, volunteers and independent contractors and consultants) of the above,that are involved in our activities and work.



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- (e) By “**promoting religion**” we mean activities directed at supporting or promoting a particular religion, including activities undertaken with the intention of converting individuals or groups from one faith and/or denomination to another. It includes activities that build up religious structures (including infrastructure, training or organisational activities), unless those structures are specifically designed to provide non-denominational development outcomes.

4.2 Responsibilities

- (a) **Policy Approver:** accountable for approving this policy, including approving after formal reviews.
- (b) **Policy Owner:**
- (i) accountable to the Policy Approver for overseeing the implementation and overall compliance with this policy;
 - (ii) ensures this policy is regularly reviewed (at least every three years or earlier if warranted); and
 - (iii) delegates the implementation, training, maintenance and monitoring of this policy to the Policy Lead.
- (c) **Executive team:** responsible for role modelling behaviour consistent with this policy.
- (d) **Policy Lead:**
- (i) responsible for the implementation, maintenance and monitoring of the policy at an organisational level, including through appropriate procedures, training and reporting;
 - (ii) supports the Policy Owner to review this policy; and
 - (iii) manages risk and compliance issues related to this policy.
- (e) **All of our personnel:** must be familiar with, comply with and implement this policy, and manage risks of breaching this policy.
- (f) Detailed responsibilities can be found in our Policy Lifecycle Stages, Roles and Responsibilities (see Annexure A to the Policy Governance Framework).

4.3 Partner Organisations

We will require our partner organisations to immediately disclose to us any risk that may constitute a violation of this policy or prevent its implementation in relation to our activities or work and outline the steps they propose to take to resolve or otherwise deal with the risk.



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5 Availability of this policy

We will ensure that this policy is available to download on our website and intranet.

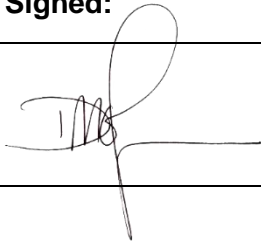
6 Relevant laws

- *Australian Charities and Not-for-profits Commission Act 2012 (Cth)*
- *Commonwealth Electoral Act 1918 (Cth)* (and State/Territory electoral laws)
- *Foreign Influence Transparency Scheme Act 2018 (Cth)*
- *Not-for-profit Sector Freedom to Advocate Act 2013 (Cth)*

7 Related policies

- (a) Code of Ethical Conduct
- (b) Inclusive Conservation Policy
- (c) Speak Up Policy

8 Revision History

Action:	Approver Name:	Title:	Signed:	Date:
Approval and adoption of policy by the Policy Approver	Dermot O’Gorman	CEO		10/09/2024
Revision				