THE WORLD
ORGANIZATION OF
WOMEN NATIONS
WOMAFREESM INC.

US 501(c)(3) Public Charity | EIN: 98-1867647
Florida Not For Profit Corporation
FL Doc. No.: N25000005813

7901 4th St N, Ste 300
St. Petersburg, FL 33702, USA

COMPLIANCE & TRANSPARENCY POLICY

The World Organization of Women Nations Womafreesm Inc.

Compliance
Effective Date: May 28, 2026

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1. Purpose

This Compliance & Transparency Policy establishes the standards of transparency, financial integrity, risk management, and legal compliance governing the activities of Womafreesm.

The purpose of this Policy is to:

- protect the mission and integrity of the organization;
- maintain the trust of donors, partners, beneficiaries, and stakeholders;
- prevent fraud and misconduct;
- comply with applicable U.S. and international laws and regulations;
- safeguard the organization's reputation;
- ensure responsible stewardship of charitable resources.

2. Guiding Principles

Womafreesm operates in accordance with the following principles:

- legality and regulatory compliance;
- transparency and accountability;
- non-partisanship;
- research independence;
- protection of personal data;
- prevention of conflicts of interest;
- financial integrity;
- respect for human dignity and safety.

3. Financial Transparency

Womafreesm is committed to maintaining a high standard of transparency regarding the use of charitable funds.

The organization strives to publish:

- information regarding key programs and initiatives;
- reports on completed activities and outcomes;
- updates on projects currently in progress;
- funding priorities and organizational objectives.

Where resources permit, Womafreesm may also publish:

- financial reports;

- annual reports;
- independent audit summaries, if available;
- impact and outcomes reports.

4. Donor Independence

No donor, sponsor, grantmaker, corporation, government entity, or partner may influence:

- research methodology;
- data collection;
- analytical conclusions;
- publications;
- public-interest initiatives;
- governance decisions.

Financial support does not grant authority over organizational operations or decision-making.

5. Anti-Fraud Commitment

Womafreesm maintains a zero-tolerance approach toward fraud, corruption, and misuse of resources.

Prohibited conduct includes:

- misappropriation of funds;
- falsification of records or reports;
- fraudulent fundraising activities;
- creation of fictitious projects or activities;
- misuse of organizational assets;
- intentional misrepresentation.

All credible allegations of fraud or misconduct will be reviewed and investigated.

Where appropriate, matters may be referred to competent legal authorities.

6. Anti-Money Laundering (AML)

Womafreesm takes reasonable and proportionate measures to prevent:

- money laundering;
- terrorist financing;
- sanctions evasion;
- the acceptance of funds derived from unlawful activities.

The organization reserves the right to:

- request additional information regarding donations or transactions;
- conduct enhanced due diligence where necessary;
- refuse or return funds;
- suspend transactions pending review;
- comply with lawful reporting obligations.

7. Sanctions Compliance

To comply with international legal obligations and financial regulations, Womafreesm may conduct sanctions screening against applicable sanctions lists, including:

- OFAC Sanctions Lists (United States);
- HM Treasury Sanctions List (United Kingdom);
- European Union Consolidated Sanctions List;
- other applicable international sanctions regimes.

The organization reserves the right to reject donations, partnerships, transactions, or activities that present sanctions-related risks.

8. Partner Due Diligence

Prior to entering into formal partnerships, sponsorships, or collaborations, Womafreesm may conduct reasonable due diligence regarding:

- legal status;
- organizational reputation;
- public activities;
- sanctions exposure;
- conflict-of-interest risks;
- alignment with the mission and values of Womafreesm.

Partnerships may be declined, suspended, or terminated if significant compliance concerns arise.

9. Data Protection and Privacy

Womafreesm is committed to protecting personal data and complying with applicable privacy laws, including:

- GDPR;
- UK GDPR;
- applicable United States privacy requirements;
- other relevant data protection regulations.

The organization follows the principles of:

- Data Minimization;
- Privacy by Design;
- Private-by-Default Participation;
- Explicit Consent;
- Security by Design.

10. Research Integrity and Participant Protection

Research activities conducted or supported by Womafreesm are guided by:

- voluntary participation;
- informed consent;
- data minimization;
- research independence;

- participant safety;
- ethical use of findings and data.

Where appropriate, Data Protection Impact Assessments (DPIAs) may be conducted.

11. Conflict of Interest

All directors, officers, employees, contractors, volunteers, and representatives are expected to disclose actual, perceived, or potential conflicts of interest.

Conflicts of interest may include:

- financial interests;
- family relationships;
- business relationships;
- personal gain;
- any circumstance that may compromise objective decision-making.

Conflict management procedures may be further governed by a separate Conflict of Interest Policy.

12. Non-Partisan Commitment

Womafreesm is a non-partisan charitable organization.

The organization does not:

- endorse political parties;
- endorse political candidates;
- participate in election campaigns;
- provide partisan political support;
- engage in campaign intervention activities prohibited under applicable law.

Public-interest advocacy, education, and research activities are conducted solely in furtherance of the charitable mission of the organization.

13. Whistleblower Protection

Any individual may report, in good faith, concerns regarding:

- legal violations;
- unethical conduct;
- fraud;
- corruption;
- misuse of funds;
- compliance failures.

Retaliation against individuals who report concerns in good faith is strictly prohibited.

Womafreesm will make reasonable efforts to protect confidentiality and investigate reports appropriately.

14. Monitoring and Review

This Policy shall be reviewed periodically and may be updated to reflect:

- changes in applicable laws and regulations;

- evolving organizational risks;
- growth of organizational operations;
- requirements of donors, financial institutions, regulators, and grantmakers.

15. Contact Information

The World Organization of Women Nations Womafreesm Inc.

7901 4th St N, Ste 300

St. Petersburg, FL 33702

United States

Email: info@womafreesm.com

Website: https://womafreesm.com

16. Organizational Commitment

Womafreesm is committed to building a global infrastructure of women's influence founded on transparency, accountability, legality, evidence-based action, and respect for human dignity.

We believe that sustainable change requires not only a powerful mission, but also the highest standards of governance, compliance, and ethical responsibility.