

# **TRANSPARENCY INTERNATIONAL CROATIA**

## **Code of Ethics**

### **Vision**

Republic of Croatia and a world in which government, politics, business activities, civil society and everyday life are free from misuse of public interests.

### **Mission**

Misuse of public interests, and namely corruption, belongs to the greatest challenges of contemporary world and modern society in general.

Fighting corruption is possible only with cooperation of democratic institutions, private business sector and civil society.

Transparency International Croatia stands for higher transparency in work of state institutions and fight against misuse of public interests in private purposes.

We find that the fight against corruption can be successful only when we act as an independent, non-partisan and non-profit organization, not taking into consideration our interests and beliefs as individuals.

### **Our duties are to:**

1. Encourage institutional and system reforms in order to gain higher transparency
2. Suggest changes to the authorities, international organizations, institutions and professional associations which would lead to narrowing space for corruption in our state.
3. Educate public about dangers and economic consequences of corruption and other misuses of public interests.
4. Follow work of state institutions and to inform public about efficiency of current institutional mechanisms for fighting corruption.
5. Cooperate with domestic and international organizations with similar goals.
6. Encourage initiatives of institutions, other organizations and individuals which contribute to the fight against corruption.
7. Cooperate with state institutions and local government institutions, professional associations, and individuals with goal of conducting reforms
8. Publish reports about completed researches
9. Publish reports about Transparency International Croatia work
10. Follow the conduction of National anticorruption strategy action plan
11. Cooperate in preparation of legislative
12. Collect, compare and compile international experiences in fighting corruption and observe anticorruption strategies of other transition countries.

As a part of global movement for fighting corruption and as a national chapter of Transparency International, we find that curbing corruption and other misuses of public interests can be efficient only when it leads into cooperation of all actors that share a common goal – fight against corruption on national, regional or global level.

### **Transparency International Croatia stands for these values:**

- Transparency
- Accountability,
- Integrity,
- Solidarity,
- Courage,
- Justice
- Democracy

### **Principles of work in Transparency International Croatia:**

- 1) We cooperate with all actors and organizations, profit and non profit organizations, governmental institutions, international organizations and institutions which aim is to fight corruption, taking into consideration goals and priorities of Transparency International movement
- 2) We undertake to be open, honest, and accountable in our relationships with partners and everyone else.
- 3) We condemn bribery and corruption, wherever it has been reliably identified, although TI ourselves do not seek to expose individual cases of corruption.
- 4) We strive to take positions, which are based on sound, objective and professional analysis
- 5) We will only accept funding of our activities that does not compromise our ability to address issues freely and objectively
- 6) We commit to providing accurate, timely and transparent reports about work of TI Croatia as well as financial reports.
- 7) We undertake to respect and cherish fundamental rights and freedoms.
- 8) We will cooperate with national chapters of Transparency International around the world.
- 9) We will recruit our staff and external experts only on bases of knowledge, education and expertise criteria.

### **Conflict of Interest**

In our work, conflict may arise between our personal interests and the interests of TI Croatia, other National Chapters, TI-S or other stakeholders. We will disclose such conflict and resolve it in a transparent manner, in the interest of Transparency International Croatia and the international movement and national chapter's interests.

## **Non-preferential Treatment of Family and Friends / Staff Recruitment**

We are committed to fair, objective, and impartial recruitment, hiring, and procurement procedures. In particular:

- Family members, and friends and organisations with which we or our families or friends are associated, will not be accorded preferential treatment
- We will not hire or contract with members of our immediate family, which is a spouse, parent, child, or sibling. Hiring of or contracting with persons related to the Chairman will be approved by the Board.
- Appointments to all positions will be made on merit, experience and knowledge of candidates and only after due consideration of all applications.

## **Gifts and expences**

As the acceptance of a gift may appear to create an obligation, we will avoid giving or accepting gifts, favours and gratuities that could influence on fulfilment of our duties in TI Croatia or on changes of our attitudes about TI or fulfilment of our duties.

All accepted gifts connected with fulfilment of duties in TI must be reported to the Board, and the Board has the obligation to make minutes about that and to deliver it to the members of Transparency International Croatia.

## **Travel and TI Property**

- Official travel undertaken by us will be directly related to the work and projects of the TI Croatia, and will be undertaken only when necessary or determined by project. Travel expenses will be reimbursed only when the travelling is necessary for fulfilment of project goals. Only economy airfare will be paid, unless otherwise decided by the Board.
- Resources will be used according to the purposes of projects and for fulfilment of TI Croatia goals. We will ensure that TI resources will be used effectively. Assets under our control will be used for no purpose other than for the advancement of TI's objectives.
- When private travel is added onto TI related travel, the person will notify the Board before the trip and will take part in expenses of the travel.

## **Private Activities and Property of members**

- Members will not engage in any activity or transactions or acquire any position or function, whether paid or unpaid, that is incompatible with or detracts from the proper performance of our duties, and that may bring TI as a whole into disrepute.
- We will so arrange our private affairs as not to engage in any activity that might impair the credibility of TI Croatia
- We will not use TI Croatia business relationships to solicit or obtain favours or improper benefits in private life.

## **Remuneration for appearances in public**

When a member of TI Croatia receives any remuneration for public speaking, writing for a publication or a media appearance, and TI organisational information is involved or the appearance is a result of the individual's employment or association with TI Croatia, then the part of remuneration will be paid directly to TI Croatia. The Board decides about the distribution of that amount.

When such procedure is not possible because of the reasons of business policy, the Board has to be informed and has to give permission to the member to keep the remuneration for completed activities mentioned in paragraph one.

Remuneration that members of TI received for TI projects activities are excluded from this procedure.

## **Connectivity and transparency**

- We will not use information obtained working for TI Croatia for private purposes when the nature of information calls for confidentiality or when it is explicitly requested that such information presents classified information. This obligation continues after the staff's separation from TI-Croatia.

- We will be as open as possible about all decisions and actions we take, taking into account the above-mentioned needs for confidentiality.

## **Financial Transparency**

- We will assure the accessibility of audited financial statements.

- Financial reports will be published.

- We will publish annually our sources of funding and inform accurately and promptly the donors in accordance with the terms of their grants.

## **Financial Independence**

We will not accept funds that might impair the independence of the organisation to pursue its mission.

Therefore TI-Croatia will:

1. Accept resources only from donors who share our anti-corruption objectives
2. Seek donors from public and private sector and foundations
3. Not accept resources that would diminish independency and reputation of TI Croatia and pursue activities inconsistent with our mission or refrain from pursuing activities consistent with our mission.