Our values

Transparency,
Accountability,
Integrity,
Solidarity,
Courage,
Justice and
Democracy.

Our guiding principles

As the staff of the TI BiH, we are committed to respecting the following principles.
1) As coalition builders, we undertake to work co-operatively with all individuals and groups, with for profit and not for profit corporations and organisations, and with governments and international bodies committed to the fight against corruption, subject only to the policies and priorities set by our governing bodies.
2) We undertake to be open, honest, and accountable in our relationships with everyone we work with and with each other.
3) We undertake to be politically non-partisan and non-sectarian in our work.
4) We will condemn bribery and corruption vigorously and courageously wherever it has been reliably identified, although we ourselves do not seek to expose individual cases of corruption.
5) We strive to take positions, which are based on sound, objective and professional analysis and high standards of research.
6) We will only accept funding that does not compromise our ability to address issues freely, thoroughly, and objectively.
7) We commit to providing accurate and timely reports of our activities to our stakeholders.
8) We undertake to respect and encourage respect for fundamental rights and freedoms.
9) In our recruitment policies, we will strive for balanced and diverse representation with respect to gender and region, as the diversity of the movement we serve requires.

Conflict of Interest

In our work, conflict may arise between our personal interests and the interests of TI BiH, 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 and the international movement.
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 organizations 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, that is a spouse, parent, child, or sibling, or with the immediate family of members of the Board or Advisory Council, without specific authorization by the Chairman of the Board of Directors. Hiring of or contracting with persons related to the Chairman will be approved by the Board of Directors.
- Appointments to all positions will be made on merit and only after due consideration of all applications received following internal and external announcements.

Gifts and Entertainment

There are a variety of customs concerning the giving and receiving of gifts in different cultures. As the acceptance of a gift may appear to create an obligation, we will avoid giving or accepting gifts, favors and gratuities in connection with official duties as required by the following policies:

We will not accept directly or indirectly any discount, gift, entertainment, or favors (referred to as gifts) that may influence or be perceived to influence the exercise of our function, or the performance of our duties or our judgment.

All gifts between the value of € 20 and € 100 will be registered as provided in the next paragraph, and all gifts from a value of € 100 or more will be refused.

Registration Process: All gifts will be reported to the supervising officer and recorded on a document that is available to all TI-BiH staff.

Travel and TI Property

Official travel undertaken by us will be directly related to the work of the TI BiH, and will be undertaken only when necessary. Only economical and bona fide travel expenses will be reimbursed. Only economy airfare will be paid, unless otherwise decided by the Managing Director in accordance with guidelines set by the Board.

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, we will notify our supervisor before the trip and will meet any extra costs that this may entail.

**Private Activities and Private Property**

We 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 BiH 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 BiH by giving the impression that TI BiH is fostering individuals, public or private institutions whose behavior is perceived as not being in accordance with TI’s values.

We will not use TI BiH business relationships to solicit or obtain favors or improper benefits in private life.

We will not allow our political affiliations and/or activities to unduly influence or interfere with the political neutrality that is the hallmark of the TI movement.

**Remuneration**

Where we receive any remuneration for public speaking, writing for a publication or a media appearance, and TI organizational information is involved or the appearance is a result of the individual’s employment or association with TI BiH, then the remuneration will be paid directly to TI BiH. However, the Managing Director may decide to forward such honorarium, partly or entirely, to the respective staff member.

**Post-Employment**

We will not allow our actions and decisions in the course of our work to be improperly influenced by the prospect of future employment with others.

**Confidentiality and Transparency**

We will treat information obtained in TI BiH with confidentiality, when its nature calls for it or when this is explicitly requested, and will not use any such information or materials to further a private interest. This obligation continues after the staff’s separation from TI-BiH.
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 provide and publish audited financial statements in easily accessible form. Financial reports will be provided and published as appropriate.

We will publish annually our sources of funding exceeding € 1,000 and account accurately and promptly to donors in accordance with the terms of their grants.

Financial Independence

We will act in line with the Board policy of not accepting funds that might impair the independence of the organization to pursue its mission. To this end, TI-BiH will accept resources only from donors who share our anti-corruption objectives seek a balanced distribution between resources obtained from public sector, private sector, foundations and charities, and membership contribution; seek a multitude of donors in any aforementioned category; not accept resources granted under condition or structured such that TI-BiH refrains from independent action.

- Pursues activities inconsistent with its mission, or
- Refrains from pursuing activities consistent with its mission.