

Code of Conduct for TIB's Board Members:

Purpose of the document:

This Code of Conduct applies to all Board Members. It constitutes a personal undertaking to standards of behaviour. It must be read and approved by the candidate before becoming a Board member. This document sets out the basic rules governing the mandates of Board Members.

Transparency International's Principles:

Transparency International is a civil society organisation committed to respecting the following principles:

- As coalition builders, we will work cooperatively with all individuals and groups, with for profit and not for profit corporations and organizations, and with governments and international bodies committed to the fight against corruption, subject only to the policies and priorities set by our governing bodies.
- We undertake to be open, honest and accountable in our relationships with everyone we work with and with each other.
- We will be democratic, politically non-partisan and non-sectarian in our work.
- We will condemn bribery and corruption vigorously and courageously wherever it has been reliably identified.
- The positions we take will be based on sound, objective and professional analysis and high standards of research.
- We will only accept funding that does not compromise our ability to address issues freely thoroughly and objectively.
- We will provide accurate and timely reports of our activities to our stakeholders.
- We will respect and encourage respect for fundamental rights and freedoms.
- We are committed to building, working with and working through National Chapters worldwide.
- We will strive for balanced and diverse representation on our governing bodies.
- As one global movement, we stand in solidarity with each other, and we will not act in ways that may adversely affect other Chapters or the TI movement as a whole.

Code of Conduct for TIB's Board Members:

Personal Commitment:

During their time with TIB, Board Members undertake as follows:

- ▶ Board Members will uphold the integrity of TIB, by ensuring that their personal and professional conducts is, and is seen to be, of the highest standard.
- ▶ They will promote the principles of the Transparency International Movement.
They will comply with all TIB policies and procedures as they apply to them.
- ▶ They will show respect to all colleagues, regardless of their status or position, gender, race, colour, age, religion, national origin, sexual orientation, pregnancy, marital status, medical condition, veteran status, disability, or any other legally protected category, and will allow them to have their views heard.
- ▶ Where their role brings them into contact with vulnerable adults or children, they will never engage in any exploitative relationships, whether sexual, emotional, financial or employment related.
- ▶ They will neither support nor take part in any form of exploitative or abusive activities, including, for example, child labour, and trafficking of human beings and commodities.
- ▶ They will not engage in or tolerate any form of bullying or harassment in the TIB workplace, including sexual harassment and the abuse of power.
- ▶ They will perform their TIB role and conduct their private affairs in a manner that minimises conflict of interest with TIB, thereby preserving and enhancing public confidence in TIB.
- ▶ Their actions will be free of any consideration of personal gain.
- ▶ They will not participate in activities related to procurement of goods or services or human resource management where a conflict of interest may arise.
- ▶ They will neither solicit nor engage in commercial exchange of sexual services whilst carrying out any role.
- ▶ They will not attend TIB events under the influence of alcohol or drugs other than those legitimately prescribed for a medical condition.
- ▶ They recognise that when on TIB business, their behaviour may reflect on TIB and will conduct themselves accordingly.

Rules governing the terms of office of Board Members at TIB:

Mandate for Board Members: The term of office is 3 years, renewable. At the end of each term, if the member wishes to renew, he/she must inform the Board of Directors and be re-elected at the next Board meeting.

Voting rights: Board Members are entitled to vote. They may delegate their voting rights to another Member on an ad hoc basis for a meeting.

New Board Members: New Board Members may be appointed by the General Assembly on the basis of a call for candidacies.

Commitment: Board Members undertake to devote their time and skills to Transparency International Belgium at least one day a month (more or less).

Paid Work: Board Members undertake not to receive any money from Transparency International Belgium for the work they do. The Executive Director, because of his dual role, may receive an allowance. Exceptionally, paid staff may simultaneously serve as members of the Board of Directors, as provided for in the Bi-Laws and approved by the Board of Directors or other governance body, as the case may be.

Profile: Board Members must not have been involved in any criminal proceedings. They must be of interest to Belgium, be of Belgian nationality or hold a Belgian residence or work permit.

Board Members must agree to uphold the values of TI and TIB and undertake to comply with the following Code of Conduct and all TIB policies. By signing this document, I recognise that behaviour in breach of this Code of Conduct may lead to my Board membership being withdrawn. I commit to reporting any breaches of this Code of Conduct in accordance with TIB's status.

Signed by:

Name

Date