

Ethics Code
of the Citizens Network Watchdog Poland
(Association)

as amended by the General Members' Meeting dated April 21, 2013

Preamble

As members of the Association, being aware of the impact our actions have on the transparency of public life, we voluntarily adopt this Ethics Code and undertake to follow its provisions.

Basic rules - the Association's Decalogue

We have created a social organisation which represents civic society interests and we undertake to follow the following rules:

1. We treat our membership in the Association as public service and we shall make our actions exemplary to others.
2. We shall work on the enhancement of our skills, develop our knowledge and constantly improve so as to perform our public service work in the most efficient way.
3. We shall cooperate with all the institutions and individuals engaged in counteracting corruption.
4. We shall be responsible and open in our relations with all the parties we establish cooperation with.
5. When undertaking action, we shall be impartial and free of any influence or pressure that might lead to biased assessment or activity.
6. We shall form our opinions based on objective, diligently conducted analyses and research.
7. We shall accept financial support aimed at helping with the fulfillment of our goals solely from those parties that do not restrict our ability to freely express reliable, objective and truth-based opinions, and only if we are sure that such financial means were not obtained through criminal activity and do not serve criminal purposes.
8. We shall publish, in a timely manner, and provide detailed reports on our activity to all interested parties and institutions.
9. We shall build a positive image and prestige for the Association via our actions and impeccable ethics.

10. Each of the provisions of this Ethics Code shall be interpreted in line with the provisions of the Convention for the Protection of Human Rights and Fundamental Freedoms.

Our attitude towards sensitive matters

Conflict of interests

The credibility of the organization may not be questioned by persons representing the Association - its members, employees and volunteers - whose actions and/or attitudes break the rules of ethics. It is the duty of each Association member, employee and volunteer to avoid conflict of interests. Actual or potential conflicts of interests must be reported to the Association's Ethics Committee created to provide opinions on such situations and recommend solutions for the encountered problems.

Political and public activity

If an Association member, employee or volunteer holds a position in the management of a political party or holds public office determined by the generally applicable law that generates a conflict of interests with the Association's activity, their membership shall be suspended for the duration of the office or political party position. The suspension shall be effected by means of a Board resolution upon the receipt of an Ethics Committee opinion on the existence of a conflict of interests. If an Association member decides to apply for a public post to be filled by means of a general election, they shall be suspended in their membership rights via a Board resolution (according to §13 point 4 and 5 of the Articles of Association). Ethics Committee opinion should be given as fast as possible, not longer than after 2 months from the request submission.

Gifts and other benefits

None of the Association members, employees or volunteers may accept gifts, loans, money or any valuables/benefits which may be considered an attempt at limiting Association independence from other organisations or individuals. None of the Association's members, employees or volunteers should offer gifts, loans, money or any valuables to other organisations or individuals for personal gain in situations which might be considered to be a bribery or corruption attempt.

Acting to the detriment of the Association

Association members may not use the name of the Association in a way that might compromise its reputation, refer to the function performed by them in the Association without authorisation or act to the detriment of the Association in any other way.

Ethics Committee

An Ethics Committee shall be called into being as an independent advisory body of the Association aimed at solving ethical issues. The Ethics Committee shall consist of at least 3 ordinary Association members elected in an open vote at the Association's General Meeting. Ethics Committee members may not simultaneously perform any other function within the Association's management appointed subject to the Articles. The term of the Ethics Committee shall be equivalent to the Board's term. The

Ethics Committee shall take action upon an Association member request, answer queries submitted by the Association's management and/or act on its own initiative.

Ethics Code implementation

Each Association member must follow the rules set forth in this Code and promote these rules. This means that their activity will be documented. The Ethics Committee shall monitor the implementation of the Ethics Code and suggest problem solutions and non-compliance penalties.

Sanctions

Non-compliance with the Ethics Code by Association members may result in sanctions referred to in the Articles.

Code amendments

Changes to this Code may be introduced solely under a resolution passed by the General Meeting of the Citizens Network Watchdog Poland, on the initiative of one of the Association's bodies or members.