



Reference¹

Transparency Code

Reference is a self-organised network that unites independent media organisations from throughout Europe. Mutual trust is our paramount and all the members adhere to the following Transparency Code. The Code is informal and no rights can be derived from it.

1. Organisational transparency

- a. A Reference member discloses its structures and funding by making the following information available to the public (for example by making it easily findable on their website):
 - Name, seat, address, founding year and articles of incorporation.
 - Information about the specific goals the organisation is pursuing and how they are achieved (vision, mission statement, values, funding criteria).
 - Name and function of the key decision makers (management, board of directors and if applicable supervisory boards).
 - Personnel structure: an indication of the number of staff and freelance contributors.
 - The annual profit and loss account and the balance sheet if it isn't published publicly.
 - Corporate affiliation with third parties, parent company or subsidiary, association, or partner organisations.
 - Its tax number, or a notice from the tax office regarding recognition as a tax-privileged (non-profit) corporation, provided it is such a corporation.

- b. A Reference member confirms that:
 - it adheres to good governance principles;
 - inquiries to its organisation will be answered within a reasonable period of time.
 - If a Reference member can't disclose some information stipulated in 1.a., it requests an exception with the G5 and it motivates its request. The G5 can allow the exception. If an exception is allowed, all Reference members are informed.

¹ The European Independent Media Circle

2. Editorial responsibility and transparency

- a. A Reference member adheres to the principles of public interest journalism as mentioned under 2.b. and makes this information available to the public (either in an editorial statute, a Code or as part of the articles of association).
- b. The member adheres to the *Global Charter of Ethics for Journalists*². This means, amongst other things, that the member:
 - is committed to democracy and its national Constitution;
 - researches and publishes carefully and fairly;
 - only publishes information about individuals if it serves a public interest;
 - openly corrects mistakes and publishes corrections if any published information turns out to be incorrect, and;
 - names its sources of information or indicates when sources cannot be disclosed and publicly explains the reasons why disclosure of the sources is not possible in these cases.

² <https://www.ifj.org/who/rules-and-policy/global-charter-of-ethics-for-journalists.html>