


Amnesty International – INGO Accountability Charter Global Compliance Report 2009

1. Profile of the Organization

Name of the organization	Amnesty International
Vision	Amnesty International's vision is of a world in which every person enjoys all of the human rights enshrined in the Universal Declaration of Human Rights and other international human rights instruments.
Mission	In pursuit of this vision, Amnesty International's mission is to undertake research and action focused on preventing and ending grave abuses of these rights.
Values	Amnesty International forms a global community of human rights defenders based on the principles of international solidarity, effective action for the individual victim, global coverage, the universality and indivisibility of human rights, impartiality and independence, and democracy and mutual respect.
Primary brands	
Major programmes	<p>Amnesty International seeks to expose human rights abuses accurately, quickly and persistently. We address governments, intergovernmental organizations, armed political groups, companies and other non-state actors. We systematically and impartially research the facts of individual cases and patterns of human rights abuses. These findings are publicized, and members, supporters and staff mobilize public pressure on governments and others to stop the abuses. In addition to its work on specific abuses of human rights, Amnesty International urges all governments and all relevant powers to observe the rule of law, and to ratify and implement human rights standards; it carries out a wide range of human rights education activities; and it encourages intergovernmental organizations, individuals, and all organs of society to support and respect human rights.</p> <p>During 2008 and 2009, our world wide strategic programme focused on key global campaigns:</p> <ul style="list-style-type: none"> • A campaign to Stop Violence Against Women • A campaign to Counter Torture with Justice • A campaign for human dignity which is promoting respect for the human rights of those living in poverty • Campaigning against the Death Penalty • Campaigning for human rights accountability by corporate actors • Campaigning with others for an effective global Arms Trade Treaty • A campaign of human rights celebration and challenge on the occasion of the 60th Anniversary of the Universal Declaration of Human Rights <p>We also monitored and researched human rights across 157 countries annually, publishing our findings in detail where appropriate and a summary of this work is available in our annual AI report on the state of the world's human rights and on our website, amnesty.org.</p>

<p>Core activities</p>	<p>Our campaigning and research are fact based, supported by a range of activities. For example, we:</p> <ul style="list-style-type: none"> - Send experts to talk with victims - Observe trials - Interview local officials - Liaise with human rights activists - Monitor global and local media - Publish detailed reports - Inform the news media - Publicize our concerns in documents, leaflets, posters, advertisements, newsletters and websites <p>We help stop human rights abuses by mobilizing the public to put pressure on governments, armed political groups, companies and intergovernmental bodies via:</p> <ul style="list-style-type: none"> - Public demonstrations - Vigils - Letter-writing campaigns - Human rights education - Awareness-raising - Direct lobbying - Targeted appeals - Email petitions and other online actions - Partnerships with local campaigning groups - Community activities - Work with youth groups
<p>Ownership and legal form</p>	<p>Amnesty International is a worldwide movement based on voluntary membership and composed of independent legal entities being, national sections and structures and the International Secretariat. The International Secretariat comprises two separate legal entities incorporated in the UK, of both a charitable and non-charitable company. The International Secretariat has a main office in London and eleven small branch offices, or equivalent, around the world.</p>
<p>Operational structure <i>Including roles & responsibilities of global and national entities</i></p>	<p>The Amnesty International movement comprises as described of national sections and structures and the International Secretariat. Sections and structures carry out work to promote human rights in their own countries in accordance with Amnesty International’s Statute. The International Secretariat provides key research and action functions and coordinates Amnesty International’s day-to-day work at the global level.</p>
<p>Location and address of global headquarters/secretariat</p>	<p>AI’s International Secretariat (IS) at 1 Easton Street, London, WC1X 0DW, UK (main office of the IS and eight other IS offices worldwide in addition to country project offices.)</p>

Number of countries where the organization operates <i>Please attach list of all countries where you operate</i>	As of Jan 2009 AI has legal entities present in 67 countries: Algeria, Argentina, Australia, Austria, Belgium, Benin, Bermuda, Burkina Faso, Canada, Chile, Cote D'Ivoire, Croatia, Czech Republic, Denmark, Faroe Islands, Finland, France, Germany, Ghana, Greece, Hong Kong, Hungary, Iceland, India, Ireland, Israel, Italy, Japan, Kenya, Luxembourg, Malaysia, Mali, Mauritius, Mexico, Moldova, Mongolia, Morocco, Nepal, Netherlands, New Zealand, Norway, Paraguay, Peru, Philippines, Poland, Portugal, Puerto Rico, Senegal, Sierra Leone, Slovakia, Slovenia, South Africa, South Korea, Spain, Sweden, Switzerland, Taiwan, Thailand, Togo, Tunisia, Turkey, UK, Ukraine, Uruguay, USA, Venezuela, Zimbabwe
Number of employees	Approximately, 1800 effective full time staff globally and 480 of whom are based in International Secretariat offices.

Finance	2006 (Million Euros)	2007 (Million Euros)	2008 (Million Euros)
Income from:			
- Individual Donations – supporters, members, legacies, bequests, gifts)	166	180	178
- Trusts and Foundations	2	2	3
- Governments (funds restricted to human rights education only)	2	1	1
- International Organizations <i>UN, EU, World Bank etc.</i>	0	0	0
- Business	1	1	2
- Merchandise/event sales	13	11	11
- Investment Income	3	4	4
- Others – (including 4m per year from the Dutch Post Code Lottery)	5	7	10
TOTAL INCOME	192	206	209

Finance (cont.)	2006 (Million Euros)	2007 (Million Euros)	2008 (Million Euros)
Total income by country - for countries/regions that make up 5 percent or more of total income	<ul style="list-style-type: none"> • USA – 35 • UK – 31 • Netherlands – 23 • France – 13 • Germany – 11 • Australia – 10 • International Secretariat – 6 	<ul style="list-style-type: none"> • USA – 38 • UK – 34 • Netherlands – 25 • France – 14 • Germany – 11 • Australia – 11 • International Secretariat – 3 	<ul style="list-style-type: none"> • USA – 34 • UK - 30 • Netherlands – 28 • France – 15 • Germany – 13 • Australia – 11 • Switzerland – 11 • International Secretariat – 5
Expenditure for:			
- Programmes and activities directly addressing the organization's purpose	78	84	88
- Fundraising	59	58	60
- Communications	26	30	29
- Administration	20	20	17
- Others – Governance, Interests Payable	5	5	6
TOTAL EXPENDITURE	188	197	200
Total expenditure by country - for countries/regions that make up 5 percent or more of total expenditure. <u>Please list countries and provide total expenditure for each one</u> Expenditure in each country listed excludes the annual amount that these branches contribute to Amnesty International's other national branches and to the International Secretariat (which has offices in nine countries, the largest being London based)	<ul style="list-style-type: none"> • International Secretariat - 45 • UK – 30 • USA – 30 • Netherlands – 15 • France – 11 	<ul style="list-style-type: none"> • International Secretariat - 51 • USA – 29 • UK – 27 • Netherlands – 16 • France – 10 	<ul style="list-style-type: none"> • International Secretariat- 51 • USA – 28 • UK – 22 • Netherlands – 17 • France – 11
Reserves – fixed assets investment (held to maturity & available for sale) and short-termed investment (held to maturity & available for sale), excluding freehold land and buildings owned	69	70	68

Significant changes during the reporting period regarding size, structure, or ownership of both liquid and property reserves

As of Jan 2009, AI offices in following countries were closed: Bolivia, Ecuador, and Zambia.

2. Compliance with the principles of the INGO Accountability Charter

Respect for Universal Principles

No.	Best Practice	Evidence	Compliance	Action Plan if not/not fully in Compliance
1	Vision, mission, values and key documents position the organization's work in the context of universal principles (i.e. the Universal Declaration of Human Rights)	The organization's statutes and key programmatic documents.	<ul style="list-style-type: none"> ○ Fully 	
	The organization's practice fully complies with its policies.	The International Secretariat confirms for the reporting period that it has been working in line with Universal Principles and that it has resolved any formal written complaints it may have received concerning its alleged breach of these Principles.	<ul style="list-style-type: none"> ○ Partially 	We are currently finalizing a new internal reporting process that will gather information regarding formal complaints and policy breaches, from 2010, for all AI entities.

Independence

No.	Best Practice	Evidence	Compliance	Action Plan if not/not fully in Compliance
2	<ul style="list-style-type: none"> - The organization receives less than 50% from one single source; - The organization is not owned/controlled by government, 	Documentation on <ul style="list-style-type: none"> - ownership (e.g., statute) - rules governing receipt of income (e.g., fundraising policies) 	<ul style="list-style-type: none"> ○ Fully 	

	political party or business			
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Responsible Advocacy

	Best Practice	Evidence	Compliance	Action Plan if not/not fully in Compliance
3	The organization has written policies ensuring that its public policy positions and advocacy are <ul style="list-style-type: none"> - in line with its mission - accurate and - conform with applicable national law 	The organization's written advocacy policies: <ul style="list-style-type: none"> - describe the criteria or circumstances in which advocacy is undertaken; - define the process for adopting and implementing its advocacy positions, involving partners, experts and other parties as appropriate; - contain due diligence provisions and sign off procedures, ensuring also legal compliance and avoiding unfair or irresponsible public criticism and undue harm to third parties. 	<ul style="list-style-type: none"> o Fully 	
	The organization's practice fully complies with its policies.	The International Secretariat confirms for the reporting period that it has not been in breach of its own advocacy policies and that it has resolved any formal written complaint it may have received concerning its alleged breach of these policies.	<ul style="list-style-type: none"> o Partially 	We are currently finalizing a new internal reporting process that will gather information regarding formal complaints and policy breaches, from 2010, for all AI entities.

Effective Programmes

No.	Best Practice	Evidence	Compliance	Action Plan if not/not fully in Compliance
4	The organization's programmes are conducted in genuine partnership with local communities.	The organization's written strategy, programme plans, progress reports, evaluations of terminated and ongoing programmes and other relevant documents and activities provide evidence of this. Key programmes strengthen self-reliance, self-help and active participation by empowering individuals, organizations, partners and communities including by building capacity for local human rights defenders and activists.	<ul style="list-style-type: none"> ○ Partially 	We have policies in place promoting this and key programmes are directed towards this. However there is a need to strengthen this approach. Our new Integrated Strategic Plan 2010-2016 (ISP) puts a strong emphasis on partnerships to strengthen civil society organizations and community groups and in 2010 our first operational plans under this new ISP will drive this implementation.
5	The organization's programmes aim for sustainable development.	<p>The organization's written strategy, programme plans, progress reports, evaluations of terminated and ongoing programmes and other relevant documents provide evidence that the organization's programmes</p> <ul style="list-style-type: none"> - are based on the potential of local resources to sustain the activity - contribute to further strengthening sustainability at local level and - do not create or increase dependence on external support. 	<ul style="list-style-type: none"> ○ Fully 	As a human rights organization, AI does not focus directly on communities' economic or social development. However, our advocacy takes local needs and impact into consideration with a view to ensuring the local political, legal and social environment for human rights and for human rights activism becomes sustainable.

6	The organization's programmes are appropriate for the local needs and conditions.	<p>The organization's written strategy, programme plans, progress reports, evaluations of terminated and ongoing programmes and other relevant documents provide evidence that the organization's programmes:</p> <ul style="list-style-type: none"> - take relevant local conditions into account, e.g. by involving local stakeholders in all stages of programme design and implementation; - take appropriate care of relevant local gender, diversity, cultural and religious issues; - avoid negative environmental impact and, where possible, secure a positive impact. 	o Fully	See above. In addition we have active and detailed plans to enhance our deployment of impact assessment and for the continued strengthening of our work for women's human rights, gender sensitivity, diversity and inclusion. These issues are taken forward in our operational plans.
7	Funds raised for specific programmes reach the people or cause in whose name they were raised.	The organization's fundraising and donor materials, donor communication, programme reports and relevant finance statements provide evidence that funds raised for a specific cause are used to further that cause.	o Fully	Details of how we use donations are included in our general annual reports and finance statements, which are audited by qualified independent public accountants.
	The organization's practice fully complies with its policies.	The International Secretariat confirms for the reporting period that it has not been in breach of its own programme policies and that it has resolved any formal written complaints it may have received concerning its alleged breach of these policies.	o Partially	We are currently finalizing a new internal reporting process that will gather information regarding formal complaints and policy breaches, from 2010, for all AI entities.

Non-Discrimination

No.	Best Practice	Evidence	Compliance	Action Plan if not/not fully in Compliance
8	The organization promotes diversity, gender equity and balance, impartiality and non-discrimination in all activities, both internal and external.	<ul style="list-style-type: none"> - The organization's written non-discrimination policy affirming its commitment to gender equity, to non-discrimination for sexual orientation, to ethnic and racial diversity, to the inclusion of people with disabilities at staff and board levels; - The organization's plans and operations which reflect the non-discrimination policy; - The organization's personnel orientations, trainings and instructional material addressing non-discrimination. 	<ul style="list-style-type: none"> o Fully 	
	The organization's practice fully complies with its policies.	The International Secretariat confirms for the reporting period that it has no knowledge of cases where it may have been in breach of its own non-discrimination policy and that it has resolved any formal written complaints it may have received concerning its alleged breach of these policies.	<ul style="list-style-type: none"> o Partially 	We are currently finalizing a new internal reporting process that will gather information regarding formal complaints and policy breaches, from 2010, for all AI entities. We are currently reviewing our conflict of interest policy following a recent ruling of the Employment Appeals Tribunal in the UK under UK law on discrimination concerning Amnesty International's decision not to appoint a researcher to work on her country of origin in a situation of civil war.

Transparency

No.	Best Practice	Evidence	Compliance	Action Plan if not/not fully in Compliance
9	The organization is open, transparent and honest about its structures, mission, policies and activities.	<ul style="list-style-type: none"> - The organization's reports comply with accepted standards of technical accuracy and disclosure; - The organization complies with relevant governance, legal, financial accounting and reporting requirements in the countries where it is based and operates. 	<ul style="list-style-type: none"> o Fully 	We continue to strengthen the aggregated reporting of all AI's entities, and are working on pilot projects to achieve this.
10	The organization reports publicly at least once a year about its activities and achievements.	<p>The organization reports publicly on contains:</p> <ul style="list-style-type: none"> - Mission and values; - Governance structure and processes, and main office bearers; - Main sources of funding from corporations, foundations, governments, and individuals; - Financial performance; - Compliance with the INGO Accountability Charter and - Contact details. - Objectives and outcomes achieved in some programmes and advocacy; - Environmental impact; - Human rights impact; 	<ul style="list-style-type: none"> o Partially 	<p>We need to strengthen the reporting of our environmental impact and are undertaking a programme of action to improve this markedly over the next two years.</p> <p>We also need to improve our transparency in relation to objectives and outcomes. In particular, we need to get better at making plans and lessons learned publicly available through our websites or other channels of communication with the public.</p>

11	The organization’s annual financial report will conform to relevant laws and practices and be audited by a qualified independent public accountant whose statement will accompany the report.	Independently audited annual accounts	o Fully	
	The organization’s practice fully complies with its policies.	The International Secretariat confirms for the reporting period that it has no knowledge of any complaints concerning the accuracy or relevance of its reporting and that it has resolved any formal written complaints it may have received concerning its alleged breach of its reporting provisions.	o Fully	

Good Governance

No.	Best Practice	Evidence	Compliance	Action Plan if not/not fully in Compliance
12	The organization has a governing body which has responsibility for the oversight of all aspects of the organization.	<p>The organization's bylaws, terms of reference for the governing body, and relevant policies and procedures ascribe oversight authority to the organization's governing bodies. These documents state that – at the international level of the organization - the governing body, the International Executive Committee (IEC):</p> <ul style="list-style-type: none"> - selects, supervises and evaluates the chief executive, - oversees progress and delivery on programme and budgetary matters - defines the overall strategy, consistent with the organization's mission and vision, - verifies that resources are used efficiently and appropriately, - ensures that performance is measured, - secures financial integrity and - makes sure that public trust is maintained. <p>The governing bodies' progress in fulfilment of these functions is reported routinely to the rest of the organization.</p>	<ul style="list-style-type: none"> o Fully 	

<p>13</p>	<p>The work of the organization’s governing body takes place in a clearly defined framework of rules and procedures covering the appointment, responsibilities and terms of members of the governing body.</p>	<p>The organization’s statute, bylaws, terms of reference for the governing body, and relevant policies and procedures</p> <ul style="list-style-type: none"> - identify required qualifications and expertise of the members of the governing body and the mix of skills across the group - specify the frequency of meetings of the governing body (at least two meetings per year), - specify adequate attendance by directors (at least a majority of <i>directors</i> on average), and - lay down voting requirements - provide a process for evaluating the governance body’s own performance. <p>Records of the meetings provide evidence that meetings were held and which decisions were taken.</p> <p>A regular general meeting takes place with authority to appoint and replace members of the governing body.</p>	<p>o Fully</p>	
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14	The organization tries to prevent and, if they occur, actively manages conflicts of interest.	<p>The organization's bylaws, terms of reference for the international governing body, and relevant policies and procedures require that members of the governing body (and also employees):</p> <ul style="list-style-type: none"> - disclose any affiliation they have with an actual or potential supplier of goods and services, recipient of grant funds, or organization with competing or conflicting objectives; - absent themselves from discussion and abstain from voting or otherwise participating in a decision on any issue in which there is a conflict of interest; and - refuse large or otherwise inappropriate gifts for personal use. 	<ul style="list-style-type: none"> o Partially 	We are currently finalizing a new internal reporting process that will gather information regarding formal complaints and policy breaches, from 2010, for all AI entities.
	The organization's practice fully complies with its policies.	The International Secretariat confirms for the reporting period that it has no knowledge of any irregularities in its governance system and that it has resolved any formal written complaints it may have received concerning its governance system or members of its governing body.	<ul style="list-style-type: none"> o Yes, for the IS o Partially for the Amnesty movement 	We are currently finalizing a new internal reporting process that will gather information regarding formal complaints and policy breaches, from 2010, for all AI entities.

Ethical Fundraising

No.	Best Practice	Evidence	Compliance	Action Plan if not/not fully in Compliance
15	In accepting funds the organization ensures that it complies with its own ethical standards.	The organization's written policy for accepting or refusing certain donations and subsidies clearly states which sources of funding are not acceptable to the organization for ethical reasons.	o Fully	
16	The organization respects the rights and wishes of donors.	<p>The organization's written policy confirms donors' rights</p> <ul style="list-style-type: none"> - to be informed about causes for which the organization is fundraising; - to be informed about how their donation is being used; - to have their names deleted from mailing lists; - to be informed of the status and authority of fundraisers; - to anonymity except in cases where the size of their donation is such that it might be relevant to the organization's independence and - that donations accepted for a specific purpose, are used for that purpose. <p>The organization's fundraising and donor information materials and donor communication comply with donors' rights.</p>	o Fully	

<p>17</p>	<p>In raising funds, the organization accurately describes its activities and needs. It uses donations in line with the information and assurances given to the donor.</p>	<p>The organization’s fundraising materials and communication</p> <ul style="list-style-type: none"> - show how donations are used to further the organization’s mission; - neither minimise nor overstate the size or urgency of the challenge the organization wants to address; - do not contain any material omissions or exaggerations of facts, misleading photographs, nor create a false impression or misunderstanding; - show how the organization will handle any shortfall or excess of income raised for a specific project. <p>The organization’s donor information materials and communication provide detailed documentation on the use of donations.</p> <p>Follow-up with donors about clarity and quality of materials sent to them shows that the organization’s intended message is accurately getting through.</p>	<ul style="list-style-type: none"> o Partially 	<p>We do not have standard processes across all our entities for handling of shortfalls from or excesses in donations – reflecting the fact that we rarely undertake large “single issue” fundraising drives. However, we are working to strengthen the coordination of fundraising activities of our different entities and have established mechanisms and agreed strategy to enable this to progress significantly in the coming 12 months.</p>
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18	The organization records and publishes details of all major institutional gifts and gifts-in-kind clearly describing the valuation and auditing methods used.	<p>The organization’s written gifts-in-kind policy</p> <ul style="list-style-type: none"> - states under which conditions and for which purposes gifts-in-kind are being accepted; - provides clear parameters for valuation and auditing of gifts-in-kind. <p>The organization’s documentation of all major institutional gifts and gifts-in-kind is complete and up-to-date.</p>	o Partially	Through our internal INGO Charter compliance promotion program, we are strengthening reporting of gifts-in-kinds with the aim of making significant improvements in the coming 12 months.
19	The organization ensures that donations sought indirectly, such as through third parties, are solicited and received in full conformity with its own practices.	<p>The organization’s policy for the use of agents or other third parties for fundraising purposes states</p> <ul style="list-style-type: none"> - that contracts between the organization and a third party will be in writing and - that these contracts will oblige the third party to comply fully with the organization’s fundraising policy and ethical standards. 	o Fully	
	The organization’s practice fully complies with its policies.	The International Secretariat confirms for the reporting period that it has no knowledge of any significant breaches of its fundraising and related policies and that it has resolved any formal written complaints it may have received concerning its own or its agents’ fundraising materials and practice.	o Partially	We are currently finalizing a new internal reporting process that will gather information regarding formal complaints and policy breaches, from 2010, for all AI entities.

Professional Management

No.	Best Practice	Evidence	Compliance	Action Plan if not/not fully in Compliance
20	The organization's management is professional and effective and the organization's policies and procedures seek to promote excellence in all respects.	<p>The organization's written management terms and conditions, policies and procedures contain</p> <ul style="list-style-type: none"> - job specifications and personnel profiles for the CEO and Senior Management Team positions - annual work plans for the CEO and the Senior Management Team directly referring to the organization's strategy - an appraisal system with the CEO being appraised by the governing body. <p>The organization's strategy and key policies lay down clear objectives and criteria defining excellence.</p>	<ul style="list-style-type: none"> o Partially 	We have a project in place to standardize global guidelines in 2010-2011.

21	<p>Financial management and control ensure that all funds are effectively used and minimise the risk of funds being misused.</p>	<p>The organization operates according to a budget approved by its governing body.</p> <p>The organization exercises adequate internal controls over disbursements to avoid unauthorised payments, prohibiting any un-auditable transactions or loans to members of its governing body or staff.</p> <p>The organization’s annual, audited financial statements</p> <ul style="list-style-type: none"> - are produced by a certified public accountant; - presented timely (normally not later than 6 months after the end of the financial year) and in line with the organization’s written finance policy; - comply with nationally accepted accounting standards and legal requirements. 	<ul style="list-style-type: none"> o Partially 	<p>The aim is to have all accounts completed and audited within 6 months of the financial year end. This was not fully achieved but remains a movement wide target.</p>
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22	The organization has evaluation procedures for its governing body, staff, programmes and projects and conducts monitoring and evaluation on the basis of mutual accountability.	<p>The organization incorporates appropriate monitoring and evaluation practices in all relevant policies and systems, establishing mutual accountability as part of its culture.</p> <p>The organization conducts regular and deliberate evaluative activities to examine progress towards its goals and mission; and applies in its budget and work plans adequate financial and human resources for monitoring and evaluation.</p>	o Partially	A standardized reporting system for activities of all entities to strengthen program monitoring and evaluation was piloted in 2009 and is being further developed and implemented in 2010.
23	The organization ensures that its partners meet the highest standards of probity and accountability.	<p>In its policies guiding the selection of and cooperation with partners the organization</p> <ul style="list-style-type: none"> - identifies adequate criteria for the selection of effective, legitimate and reliable partners; - takes adequate provisions to exclude links with organizations or individuals involved in illegal or unethical practice. 	o Partially	Further policies on working with partners will be developed in the next two years under our new Integrated Strategic Plan 2010-2016.

<p>24</p>	<p>The organization recognises the crucial role the quality and dedication of its staff play in the success of its work and is committed to investing in human resource development.</p>	<p>The organization’s written human resources policies and procedures</p> <ul style="list-style-type: none"> - conform fully with relevant international and national labour regulations; - provide for remuneration and benefits levels which strike a balance between public expectations of not-for-profit organizations and the need to attract and retain the staff the organization needs to fulfil its mission; - apply the best voluntary sector practices in terms of employee and volunteer rights and health and safety at work. - include procedures for evaluating the performance of all staff on a regular basis. 	<ul style="list-style-type: none"> o Partially 	<p>The International Secretariat has introduced and is implementing a staff evaluation process and many of our national entities already have this in place. We have a project in place to standardize global guidelines in 2010-2011.</p>
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25	The organization takes all required provisions to exclude corruption and bribery from its work.	<p>The organization’s relevant policies</p> <ul style="list-style-type: none"> - specifically prohibit acts of bribery or corruption by staff or other persons working for, or on behalf of, the organization; - identify appropriate steps to be undertaken in cases of suspected bribery or corruption. 	o Partially	The International Secretariat has in place a purchasing and tendering procedure for all material expenditure. Individual organisations have their own local practices. There is no specific organisational policy on corruption. Existing policies and procedures will be reviewed to identify what additional work is required to ensure that the necessary measures are in place to minimise the risk of corruption.
26	The organization respects sexual integrity in all its programmes and activities, and prohibits gender harassment, sexual exploitation and discrimination.	<p>The organization’s relevant policies contain appropriate provisions</p> <ul style="list-style-type: none"> - preventing sexual exploitation, abuse; - ensuring gender equality; - preventing discrimination in all its forms; - fostering ethnic and racial diversity. 	o Fully	
27	The organization provides internal feed-back mechanisms making sure that the organization consistently stays within its ethical and legal framework and follows its mission.	The organization’s written whistle-blowing policy enables and encourages staff to draw management’s attention to activities that may not comply with the law or the organization’s mission and commitments, including the provisions of the INGO Accountability Charter.	o Fully	

	<p>The organization’s practice fully complies with its policies.</p>	<p>The International Secretariat confirms for the reporting period that it has no knowledge of any significant breaches of its management policies or related policies and procedures and that it has resolved any formal written complaints it may have received concerning its management provisions and practice.</p>	<p>o Partially</p>	<p>We are finalizing a new internal reporting process that will gather information regarding formal complaints and policy breaches from 2010 from all AI entities.</p>
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Date: 16 February 2010

Peter Pack
Chair of the Board

Claudio Cordone
Chief Executive Officer (ad interim)