

Transparency Policy

§ 1. General Provisions and Objective

1. This Policy defines detailed principles of openness, transparency, and public access to information regarding the activities of the Foundation "Institute of Human Rights and Media" (IPCIM).
2. The objective of this Policy is to ensure the Foundation's accountability to the public, donors, partners, and beneficiaries, in line with the Foundation's mission.
3. These rules apply to all governing bodies, employees, experts, and associates of the Foundation.

§ 2. Scope of Financial and Substantive Transparency

1. The Foundation undertakes to publish the following financial and operational information on its website (www.ipcim.org):
 1. Annual activity reports detailing the implementation of statutory goals.
 2. Annual financial statements (balance sheet, profit and loss account, supplementary notes) approved by the Management Board, and, where applicable, accompanied by an independent auditor's report.
 3. Information on major sources of funding (including public grants and substantial donations), while respecting donors' rights to anonymity.
 4. The remuneration of members of the Management Board and Foundation Council (if compensated), disclosed as an aggregate annual total.
2. This information must be updated at least once a year, within 30 days of the approval of the reports by the Management Board.

§ 3. Transparency of Organizational Structure and Governance Documents

1. The following shall be made available on the Foundation's website:
 1. The current Statutes of the Foundation and a link to the up-to-date entry in the National Court Register (KRS).
 2. Full texts of the Regulations for all governing bodies (Management Board, Foundation Council, Ethics Council).
 3. Composition of all governing bodies (names, titles, positions, short bios).
 4. Founder's details.
 5. Code of Ethics of the Foundation.
2. Decisions and resolutions of the Foundation's governing bodies shall be made publicly available, excluding those pertaining to personnel matters, commercial negotiations, or containing sensitive data (protected under GDPR or legal professional privilege).

§ 4. Access to Information upon Request

1. Any person has the right to submit a request to the Foundation for public information disclosure or clarification regarding the Foundation's operations.
2. Requests are processed by the Management Board of the Foundation within 14 days of receipt.
3. The Foundation may refuse access to information in the event of:
 1. Risk to legally protected secrets (e.g., GDPR data protection, trade secrets).
 2. Threat to the security or legitimate interests of third parties.
 3. A request for information that is already publicly accessible.
4. In the event of a refusal, the Foundation shall issue a written decision with a formal justification.

§ 5. Final Provisions

1. This Policy enters into force on the date of its adoption by the Management Board of the Foundation.
2. The Management Board of the Foundation is responsible for supervising the implementation of this Policy.