Challenge injustice, change perspectives

New Internationalist Annual Report 2013/14

newint.org

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Media Equality Insigns & Award-winning Award-winning Investigative Campaigning for Insights Sa Grassroots In-depth Fairer

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Message from New Internationalist

A year to remember

In 2013, we turned 40. This gave us a great opportunity to reflect on our impact over the last four decades, feel proud of our achievements, thank our supporters, and look to our future.

While celebrating our 40th anniversary, however, we have not become complacent. With mainstream news increasingly in the control of a small group of corporations and media moguls, and the gap between the rich and the rest increasing, our role as an independent media organization is now more important than ever.

'Authoritative, cogent and always helpful, New Internationalist adds badly needed context and stirring vision to our understanding of a complex and changing world.'

Utne 2013 independent press award

In 2013, New Internationalist was honoured to receive the Utne Reader Magazine Independent Press Award for 'Best International Coverage'. We were chosen for our 'hopeful, passionate style' and 'meticulous devotion to facts', illuminating the real people behind the fight for global justice and giving space for people to tell their own stories.

Over the year, through our magazine, publications and digital channels, we have investigated and confronted some of today's most critical global justice issues and have provided fresh, alternative perspectives on subjects such as land grabs, sex selection, debt and fracking.

Working with our international network of hundreds of writers, bloggers and activists across the globe we ensure our reporting is truly international, with grassroots and Global South voices heard across the world. Our aim remains to promote an informed debate and inspire change to help shape a fairer and more sustainable future.

A changing landscape

People are consuming more of their media digitally rather than in print and we have seen declining numbers of subscribers to New Internationalist magazine in recent years. Our key challenge is to move from being a print organization with a website towards being a multi-platform publishing outfit and ensure that we can remain a viable organization financially as revenues for New Internationalist printed magazine decline.

Further technology and infrastructure investment will enable everyone to read and interact with us on all digital devices and platforms. In 2014/15 we will launch a new magazine app, and make all publications available digitally. We are also creating a web-based membership system, allowing us to increase our number of readers while bringing in revenue.

To help sustain our organization, we are also looking to extend our mail-order work, and editorial and design contracts that we manage on behalf of a number of NGOs, including Amnesty International and Friends of the Earth. This year, we also launched a new fundraising initiative, inviting supporters to give a regular monthly donation. We recognize that fundraising will become a growing part of our revenue mix in the near to medium term.

Thank you

None of our work is possible without the commitment and involvement of our supporters across the world. Thank you all for your support.

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013/14: the year in numbers

1.3 million online readers

17,704 magazine subscribers

> 100,000 book sales

231 global contributors

115% Twitter growth

27,653 ethical shop orders

1 independent press award



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Achievements and Performance

'Authoritative, cogent and always helpful, *New Internationalist* adds badly needed context and stirring vision to our understanding of a complex and changing world."

Utne 2013 independent press award

Challenge injustice, change perspectives

Winner of Utne Reader Magazine 2013 Independent Press Award for 'Best International Coverage'

'Authoritative, cogent, and always helpful, New Internationalist adds badly needed context and stirring vision to our understanding of a complex and changing world.'

We are delighted to have won this prestigious Utne award. Utne is a leading US magazine with new ideas and fresh perspectives percolating in arts, culture and politics.

New Internationalist Magazine

New Internationalist magazine provides real insight, intelligent analysis and fresh perspectives on today's important global issues. We tackle subjects often ignored or sidestepped by mainstream media, and with our global network of over 200 writers, bloggers and activists we amplify grassroots stories - moving marginalized voices to the centre of the debate.

We currently have 1.3 million online readers, and nearly 18,000 magazine subscribers across the world. We publish 10 magazine editions a year, through subscription and newsstand sales. Each magazine investigates a critical issue in detail (see below), covers unreported and under-reported stories, provides opinion and debate, and celebrates music, books and culture from across the world.

Demolition job: why is housing in such a state? (Apr 2013)

'Housing is either a site of insatiable appetite and consumption or one of endless insecurity. The inequality that is the defining feature of our age has trulv struck home.'

Dinyar Godrej, New Internationalist editor

At a time when Generation Rent was becoming a media catchphrase and the Spanish housing crisis was showing the world the scale of dispossession property bubbles can bring, this edition argued against the great concentration of wealth that was driving these phenomena and for practical steps to weaken the market manipulation that



was making a home of one's own beyond most people's reach. Combining reports from China, Spain and the Philippines with positive examples of alternative housing models from the US, Uruguay, Sweden and Venezuela, it reflected not just the scale of discontent on this issue but suggested ways of tackling it.

Photo: blinking idiot under a CC licence

Land grabs

(May 2013)

'They will send us to places with poor soil. Then how will we live? Laurinda Mitilage, a villager in Kitica, Mozambique, under threat of forced eviction

Investors are seeking to annex forests and farmland in a



global land rush. For this edition our editor Hazel Healy travelled to Mozambigue - one of Africa's fastest-growing economies. We met rural communities dispossessed by powerful companies, spoke to subsistence farmers at odds with Scandinavian foresters, Indian rice giants and biofuel projects. But, as well as the woes, we heard about growing South-South resistance to unbalanced deals. This reportage and analysis brought out the human stories and the detail of how such agreements play out in practice and was produced with the co-operation of journalists and activists on the ground. This coverage was highly praised by Nnimmo Bassey, former chair of Friends of the Earth International. Since publication, one of the land deals reported upon has been reversed.

Argentina's challenge (June 2013)

'Argentina has played a tremendous role in shifting the global conversation among activists on how to bring about change in the most empowering way.' Marina Sitrin, author

Since 2008, citizens of Europe and other parts of the world have been losing hope as they wrestle with austerity policies and other impacts of the financial crash. But in Argentina – more than 10 years earlier – citizens suffered an even worse economic and political meltdown. Ordinary people took to the streets, and sent politicians packing. Workers took over and ran bankrupt workplaces,



unemployed people set up co-ops to fight for their rights and provide basic needs. The people then also voted in a government that would stand up to the IMF and the financial élites – and get the economy back on its feet. For this edition NI went to Argentina and found evidence that alternatives are not just possible but thriving and durable.

How the war on pirates became big business (Sept 2013)

'We made the captain pay \$1,000 to fish in our waters. This is how we became pirates.'

Somali pirate

Piracy was a focus for global concern over the previous few years following the hijacking of vessels in the Gulf of Aden by Somali pirates. This issue explained that counterpiracy had become a big business, with private security guards taking to the oceans in ever-increasing numbers in something of a military gold rush, and guestioned whether this was the best route to safer seas. It presented a more



textured insight into the life of the pirates and the coastal communities that spawned them. The magazine also pointed to an emerging piracy problem involving the hijacking of oil ships in the Gulf of Guinea that has received little attention elsewhere.

Debt – a global scam (July/Aug 2013)

'Debt is how the rich extract wealth from the rest of us, at home and abroad.' Anthropologist

David Graeber An edition that surveyed

how the debt landscape had widened in an age of financial crisis



nternationalist

- with debt no longer just a Majority World scourge but having come home to the West. The focus was firmly on the actions of a tiny creditor class which holds the global financial system in their thrall and has imposed undeserved austerity on the rest. Contributors included Susan George, Board President of the Transnational Institute, who lambasted a European leadership subservient to the desires of global finance, and Nick Dearden, then director of Jubilee Debt Campaign, who showed how debt is used to break nations and argued that anti-debt campaigning in the Global North could learn from the South. A feature from Kashmir focused on the under-reported plight of the Hindu Pandit minority who have suffered loss of homes and livelihoods in the area's troubles.

Where have all the girls **gone?** (Oct 2013)

'Sex selection is a rampant, multi-billion dollar industry that everyone is benefiting from.'

> Photographer and activist Rita Banerji

The scandal of sex selection is one of the little told stories of



and my hideny for microcredit' - Rangladechis speak out We are able – time Internationalist to rethink We are able (Nov 2013)



disability 'Take note, folks: 83% of

disabilities are acquired!' Francesca Martinez, comedian, writer and actress

Who knows better than disabled people the barriers and biases they

face every day? That's why we asked Jody McIntyre, a journalist with quadriplegic cerebral palsy, to guest edit this issue. Jody writes movingly and with humour about his successful struggles to play football as a child and, later as an adult, to climb Macchu Picchu in the Peruvian Andes. 'I wanted to be a footballer,' he says, 'a goalkeeper to be precise, and the fact that the net would tower over me kneeling on the grass never even entered my mind.' The whole issue was written by people with disabilities in the firm belief that disabled people best represent and speak for themselves. We shift the focus from disabled people as objects of pity or sympathy to agents of political and social change, with contributions from Maysoon Zavid, Francesca Martinez and others

Internationalist Why are we lock up migrants?

Why are we locking up migrants?

(Jan/Feb 2014)

'I never knew people could take away your kids out of your life, just like that.'

Kayla, who was detained for seven months

Across the globe, migrants - men, women, old and young - are routinely

deprived of liberty. And from the seas of Fortress Europe to Australia's off-shore detention centres, the situation is getting worse. This timely issue argued that detaining migrants is costly, pointless and inhumane and debated the merits of NGO-led alternatives to custodial detention. Antony Loewenstein investigated security companies making a killing out of detaining migrants. The issue also offered the satirical 'Tough Guide to the World's Immigration Detention Centres', which was very successful on social media and the website, while a web exclusive debate explored the moral dilemma faced by campaigning groups working on detention issues.

sexual discrimination. And yet it points to the most basic form of misogyny - making sure that girls are not born at all. This issue showed that the practice is on the increase at a global level with the result that some 117 million females are 'missing'. We co-ordinated with the global expert in the field, Cristophe Z Guilmoto in France, and a leading Indian campaigner, Rita Banerii, We tackled the thorny issue of why feminists are not making more fuss about it and how the rightwing abortion lobby is using it to push their agenda. In this issue we also worked with Radar, an organization that trains citizen journalists in excluded and isolated communities. The topic was subsequently picked up by more mainstream publications, including The Independent and in November 2014 a bill to ban sexselective abortion entered the UK parliament.



Fracking – the gathering storm

(Dec 2013)

'We're up against massive economic interests, we know how much power the oil lobby has.' Maristella Svampa, sociologist

At the height of the public disquiet over proposed fracking in Britain, we felt what was missing was a resource, written in an accessible and entertaining style, which would act as a dossier full of relevant information and arguments for any concerned person. Environmental researcher and activist Danny Chivers provided just such a text. This was supplemented by numerous fact-based graphics by the

New Internationalist team, including a detailed visual depiction of the fracking process itself. There were also reports on community campaigns against fracking from Argentina, South Africa and Australia. A pdf of this issue was circulated through anti-fracking campaign groups. We still receive requests for it today.



Resource wealth – blessing or curse? (Mar 2014)

'Canada continues to push for rapid development of the country's carbon-spewing tar sands, now a major threat to the earth's environment.' Andrew Nikiforuk, award-winning author

This issue examined the world's voracious appetite for raw materials and the explosive growth of mining around the globe. Commodity prices surged in the new millennium during the so-called 'commodities super cycle' – driven primarily by double-digit growth in China. We looked at the impact of this booming 'extractive' model both on the

communities whose resources are being exploited and on the environmental health of the planet itself. The issue featured case studies of commodity dependency from Burma to Mexico to Madagascar and concluded that the 'resource curse' is a major source of political conflict, environmental destruction and social dysfunction.



New Internationalist Publications

New Internationalist is an independent publisher of books, diaries and calendars. We cover global current affairs and popular reference, complemented by world food, photography, fiction and alternative gift books. All our books are published in print and digital formats and are available from independent stores, book chains and online retail platforms worldwide. This year we published 10 new book titles and sold almost 100,000 individual copies from across our list.

'It is our responsibility as independent publishers to defend a publishing model which respects human rights and the environment.'

New Internationalist is a signatory to the International Declaration of Independent Publishers.

No-Nonsense Guides

Our flagship book series of No-Nonsense Guides continued with two titles taking the list to over 30. The original No-*Nonsense Guide to Fair Trade* was one of the early bestsellers in the series and one of the first to question fair trade's move into the transnational mainstream. This has been a fast-changing field and the new edition gave a more comprehensive account of the impact of fair trade - both for small producers and the Western marketplace - while still asking hard questions about corporate tie-ups.

> 'We need to put justice, dignity and people's freedom into the trade equation – and this is what Sally Blundell's excellent quide helps us to do.' Vandana Shiva, Indian philosopher and environmental activist



FAIR TRADE

The No-Nonsense Guide to World Food is a substantially revised edition by the original author, expanding on the revolution in healthy, diverse, sustainable food that is now mounting a serious challenge to the mass market's obsession with cheap food whatever the cost.

'Anyone involved in the many positive and exciting food campaigns going on in the world today will be energized by this book.'

Sustain: The Alliance for Better Food and Farming, UK

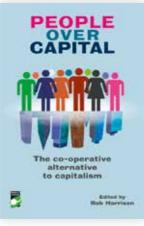
The Caine Prize for African Writing 2013

The Caine Prize showcases the best new African writing, publishing emerging writers and introducing a global audience to stories with a richness and diversity that belies the stereotypes. We published the annual collection for the eighth consecutive year, working with

the Caine Prize and seven African publishers in a partnership to make the book available across the continent.

'Superb. Meet talented writers you've never read before, many of whom will go on to write books you will not be able to resist buying."

Sunday Times, Johannesburg



People Over Capital

The financial crash of 2007-08 caused people all over the world to re-evaluate whether the current economic model is sustainable or ethical. This book, a co-publication with Ethical Consumer, showcases the best and most thoughtprovoking entries to an essay competition considering whether co-operatives can legitimately be considered to

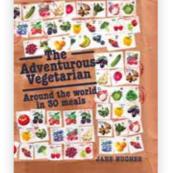
be an alternative to capitalism.

'Reminds us that fairer, more inclusive economic systems are possible, and offering pointers to how they might practically be achieved.'

Reform Magazine

The **Adventurous** Vegetarian

This was a recipe book with a difference. Written by Jane Hughes, Cordon Vert cooking school chef and editor of *The Vegetarian* magazine, it took readers around the world in 30 magnificent meals. In addition to the recipes, the



book provided a colourful introduction to the cooking traditions of each country, along with the insights of vegetarians living there.

'Jane Hughes' passion for nourishing, vegetarian food is bursting from every page.'

Wanderlust



Bada Didi and the Godwits Flv

This beautifully illustrated story is the first book New Internationalist has published to be read to young children. Baba Didi tells her granddaughter about the journey an iconic bird species is about to undergo from a beach in New Zealand through

East Asia to the Arctic. The story not only communicates a message about conservation and understanding of the natural world but also introduces children to the notion of human migration and the difficulties associated with it. A portion of the royalties from the book go to UNICEF.

'Highly recommended ... Sparkling, fantastical illustrations enchant, sprucing up a tough life with a bit of magic and imagination.'

Foreword reviews (USA)

Digital Revolutions

The latest book in our World Changing imprint engaged with the debate over the role social media play in popular uprisings. Drawing from examples all over the world, from the Arab Spring to Slutwalks, Uncut to Occupy, the author, Symon Hill, argues that activists ignore at their peril the myriad tools the



internet age affords - but that they will still need to take to the streets to bring about change.

'It's time to fight back – on the streets, in our workplaces - but online too, and this crucial book shows how.' Owen Jones, columnist and author of

STATE ATLAS

The State of the World Atlas

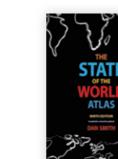
This is the ninth edition of this popular and greatly valued resource, which presents statistical information on the key global issues in the form of superb, full-colour thematic maps and graphics. The book is authored by Dan Smith, secretary-general of the peacebuilding

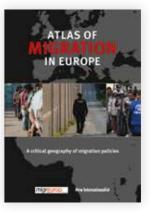
Chavs and The Establishment

organization International Alert and former director of the International Peace Research Institute in Oslo. It highlights five key challenges for the world: inequality; conflict; democracy; human health; and the health of the planet. Previously published in the UK by Earthscan, New Internationalist has revivified the series and given it a striking new identity.

'No-one wishing to keep a grip on the reality of the world should be without it.'

International Herald Tribune





Atlas of **Migration in** Europe

This atlas is the English edition of an atlas produced by the respected research organization Migreurop. It is a comprehensive, detailed account of the key trends in migration and in the treatment of migrants within the European Union, packed with full-colour maps and

graphics. It is deliberately aimed at researchers, academics and activists in the field and has been greatly valued as a campaigning resource.

'Graphically rich, theoretically flawless, practically irreplaceable.'

Alison Gerard, The Border Crossing Observatory

Fight the Power

Using the techniques of the graphic novel, this book visualizes and dramatizes 14 key moments in history when people have successfully risen up against oppression and injustice – from the suffragettes to Rosa Parks, from the trial of Nelson Mandela to the poll-tax riots. Harnessing the skills of five gifted comic-book writers and



artists, the book aims to introduce to a new audience some of the key moments of radical history - and to show them that resistance can make a difference. Fight the Power featured in the V&A's Disobedient Objects exhibition.

'Stunning and scholarly new graphic anthology detailing some of the most infamous and effective instances of popular protest.'

Comics Review

Calendars & Diaries

We also published 25 separate editions of branded calendars and diaries for NGOs and social enterprises, including Amnesty UK, Amnesty France, Oxfam Novib (Netherlands), Helvetas (Switzerland), Traidcraft (UK), and 10,000 Villages (Canada).



Digital

Our online articles and blogs remain popular. We currently have over 1.3 million online readers, with 238,000 new readers this year. Our social media engagement has increased, with nearly 19,000 Facebook followers, and over 21,000 Twitter followers (a 115% Twitter growth this year).

Our most read article investigated why India's élites have a ferocious sense of entitlement. This received 102,000 unique views, and enabled us to reach new audiences in India. Our most popular blog explored 'ending the book hunger' with over 19,500 readers considering the power of e-books in reducing illiteracy around the world.

1.3 million global online readers

Providing services to others

We have almost 40 years' experience of providing high-quality, distinctive and affordable services to UN agencies, NGOs and other organizations. We provide design, editorial, marketing and web services to other ethical organizations. This year, we provided services to Plan UK, the International Federation of the Red Cross and Public Services International.

More details can be found at: newint.org/about/contracts

Funding

How we raised our money in 2013/14

We support our work by raising income through sales of New Internationalist magazine and publications (our media products), mail-order income, and providing services to other ethical organizations (such as design and editorial work). We also receive donations through our new fundraising programme which raises unrestricted money to support New Internationalist, as well as income for our fair trade fund (raising money to directly support small-scale fair-trade producers).

FUNDRAISING: 1% TO OTHERS: 2%

university stalls **Engaging young people**

We believe in inspiring the next generation of change makers. For the last few years we have been steadily growing our outreach work in universities, engaging young people in global issues, stimulating debate, and inspiring them to take action for positive change.

This year, we delivered over 30 workshops with university groups in the UK, reaching 600 young people in total. This is an area we are keen to expand, and are looking into funding opportunities to increase our workshops in the UK. We also ran 40 stalls at different university student unions, participated in 12 freshers' fairs, attended 11 activist events, 3 careers fairs, and 2 festivals across the UK.

An ethical alternative to the high street

workshops

activist events

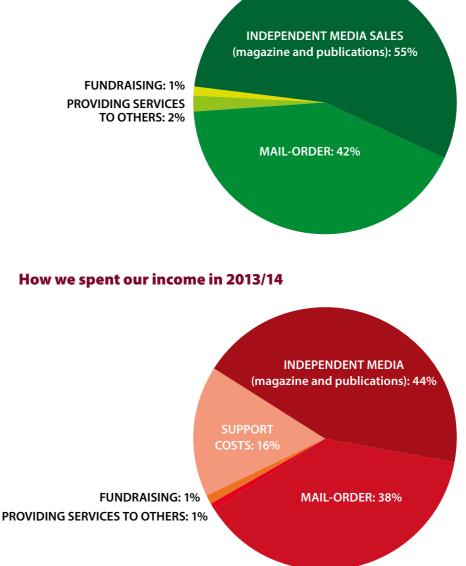
Our mail-order catalogues and online shops offer shoppers an ethical alternative to the high street and provide additional funds to the not-for-profit organizations they support. Having sold our own publications by mail order for over 30 years, and managed the Amnesty Trading shop for over 10 years, the New Internationalist is very experienced in running mail-order operations.

Our shops contain a wide range of ethical products, mainly fair-trade, organic, recycled or those using alternative energy sources.

This year, as in 2012/13, we managed three mail-order businesses - two for international NGOs: Amnesty UK and Friends of the Earth and our own New Internationalist shop.



We received 27, 653 orders and sales were 3% up due to an increase in the average order value. There were approximately 100 suppliers in the year, the majority of whom were UK importers of fair-trade products. We also increased the number of small ethical UK suppliers.



What's next?

We will continue to investigate, provide real insight and offer fresh perspectives on important global issues.

A key issue we will cover is climate change. This next year offers a significant opportunity to inform the public debate and provide radical and inspiring solutions to the problem of global warming. At the end of 2015, world leaders will agree the new climate change deal, which will put us on the path either to sustainability or to climate chaos.

We will also be looking at the increasingly relevant topic of whistleblowing, democracy and freedom of expression in an age of surveillance. And, we will be addressing some of the more neglected subjects such as the scandal of organ trafficking, the impacts of language loss and how the world needs to kick its foolish addiction to gold.

In their own words...

'New Internationalist is independent, lively and properly provocative, helping to keep its readers abreast of important developments in parts of our globe that risk marginalization. Read it!' **Archbishop Desmond Tutu**



world should read it.'

'If you would like to know something about what's actually going on, rather than what people would like you to think was going on, then read the New Internationalist. Emma Thompson, actress and activist



does that brilliantly.'

'As a newcomer to New Internationalist, I have quickly become a fan for life. I love the content; I can't find other publications like it. Every edition is pumped full of interesting and important material!' Issy Wilson, New Internationalist magazine reader

Photo: Afghanistan Matters under a CC licence



'New Internationalist is full of intelligence and useful insights. Everyone who wants to understand the

George Monbiot, writer and environmental activist





'People these days crave information that helps them to make sense of the world and the New Internationalist

John Pilger, journalist and filmmaker



Who we are

New Internationalist is an award-winning, independent not-for-profit media co-operative. We tackle today's most challenging global issues, confront inequality and injustice, amplify the voices and stories of grassroots communities, and report on positive changes happening around the world. Recognized by the United Nations for our 'outstanding contribution to world peace and development', our aim is to inform, inspire and empower people to build a fairer, more sustainable planet.

What we do

New Internationalist publishes a global justice magazine and a range of books, both distributed worldwide. We have a vibrant online presence and run ethical online shops for our customers and other organizations. We're part of a global justice movement, partnering with other organizations in terms of our politics and issues.

Independent media	We have no media baron breathing down our necks or corporate advertisers influencing our decisions. We are free to tell it like it is – our only obligation is to our readers and the subjects we cover.
Fresh perspectives	Our in-depth reporting and analysis provide keen insights, alternative perspectives and positive solutions for today's critical global justice issues.
Grassroots voices	We actively seek out and work with grassroots writers, bloggers and activists across the globe, enabling unreported (and under-reported) stories to be heard and to inspire change.
A fairer, sustainable future	Our mission is to promote equality and campaign for social and environmental justice worldwide.
Inspiring change	We aim to inform debate, to prompt people to question the way the world operates, and take action to create a more just world.

Why we exist

Independent media is key to democracy. Against a backdrop of growing inequality between the rich and the rest, control is increasingly concentrated in the hands of a small number of corporations and media moguls. Majority World voices and issues are sidestepped and news is often reduced to headlines, soundbites and 'what sells'. Now, more than ever, our work is necessary.





Amnesty International Media Awards 2012 BEST CONTENT – CONSUMER MAGAZINES Utne Reader Magazine Independent Press Awards 2013 BEST INTERNATIONAL COVERAGE

Previous successes

For over 40 years, New Internationalist has acted as a warning bell on critical issues of social and environmental justice around the world, demonstrating that there are alternatives to neoliberalism and capitalism. We have a history of success in encouraging debate, influencing opinion, and impacting positive change.

Campaigning, making a difference

Our in-depth examination of **tar sands** helped internationalize the campaign.

After our magazine exposing **land grabs** in Mozambique, a European company that was involved pulled out.

Our edition on **fracking** provided detailed but accessible information which is still being disseminated and used by anti-fracking campaigners.

Our issue on **depleted uranium** was used by parliamentarians in Britain and Canada.

Informing, ahead of the curve

Through *New Internationalist* magazine we consistently warned of the deep and fatal flaws in the **global financial system** (including **banking**) that eventually led to the 2008 financial crash.

We campaigned for **tax justice** long before it became a fashionable topic. Christian Aid used our tax dodging spoof to raise awareness of the biggest tax dodgers.

Southern and marginalized voices, reversing the info flow

New Internationalist has long been committed to reversing the information flow and seeks to provide a platform for Majority World voices and perspectives.

In our issues on **Iran** and **Afghanistan** all articles and photos were the work of local journalists and photographers.

A ground-breaking edition on **street children** made true our promise to record marginalized voices, with children telling their personal stories in their own words, without censorship. Some of the stories were then reprinted in other magazines and extracted by NGOs working for children's rights.



Governance

New Internationalist is an organization with global reach. We have offices in the UK and Canada, and independent New Internationalist companies are based in Australia and New Zealand (their information is not contained within this report).

For almost all of our history, we have followed a co-operative model for our ways of working. We have also operated an equal-pay structure since 1986; any surpluses are ploughed back into the company's development and to further our mission rather than being paid to shareholders, allowing us a degree of independence rarely seen in media organizations.

New Internationalist Publications Ltd is a company limited by shares and is wholly owned by the New Internationalist Trust. The Trust is made up of employee trustees who have two-thirds of the votes and external trustees, who have the remaining third.

External trustees (as of 31 March 2014)

Maggie Black Anne Maxfield David Ransom Wendy Slack Peter Stalker Peter Tucker Nikki van der Gaag Troth Wells

Jess Worth

Co-operative members (as of 31 March 2014)

- Vanessa Baird (employee trustee)
- Chris Brazier (employee trustee)
- Bev Dawes (employee trustee)
- Dinyar Godrej (employee trustee)
- Charlie Harvey (employee trustee)

Fran Harvey (employee trustee)

Hazel Healy

Andrew Kokotka (employee trustee)

Jo Lateu (employee trustee)

lan McKelvie (employee trustee)

Rob Norman (employee trustee)

Dan Raymond-Barker (employee trustee)

James Rowland (employee trustee)

Juha Sorsa

Pete Stewart

Amanda Synnott (employee trustee)

Frank Syratt (employee trustee)

Anna Weston (employee trustee)

Our audited Annual Accounts 2013/14 are available on request.

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