

Remuneration Policy Stichting Global Nutrition Initiative Europe

1. Purpose

This Remuneration Policy sets out the principles and framework for compensating staff of Stichting Global Nutrition Initiative Europe (GNI Europe). The aim is to ensure remuneration is fair, transparent, and sustainable, while fully aligned with the foundation's mission to alleviate global hunger and its obligations under Dutch law for stichtingen.

2. Legal Framework

- GNI Europe is incorporated as a stichting (foundation) under Dutch law.
- As a nonprofit, GNI Europe is not permitted to distribute profits to its board, founders, or any individual. Any surplus income must be reinvested into achieving the foundation's objectives.
- Board members (bestuurders) of a stichting may only receive reimbursement for expenses or a non-excessive attendance allowance, but not a salary, unless specifically allowed under the Articles of Association and justified as reasonable.
- Staff employed by GNI Europe may receive salaries in line with their work and market standards, provided these are transparent, proportionate, and documented.

3. Guiding Principles

Remuneration at GNI Europe will be based on:

- Alignment with mission: ensuring salary levels support, and do not detract from, the organization's ability to maximize funds directed to hunger alleviation.
- Legal compliance: full adherence to Dutch stichting law and relevant labor regulations.
- Fairness and benchmarking: salaries benchmarked against nonprofit sector standards in the Netherlands and wider Europe.
- Transparency and accountability: all remuneration decisions documented, approved by the Board, and reported in annual accounts.
- Sustainability: Salary costs are included within the 10% operational allocation, which also covers essential nonprofit expenses such as administration, donor engagement, outreach activities, communication materials, and related support functions. GNI is fully committed to maintaining the 90–10 distribution, ensuring that at least 90% of resources are directed toward mission delivery and a maximum of 10% toward operations. At the same time, we emphasize that investment in donor engagement strategies, awareness campaigns, the development of materials and activities and a dedicated core team is essential to strengthening GNI's long-term capacity to achieve its mission.

- Performance and impact: remuneration reflects job responsibilities, qualifications, time commitment, and contribution to organizational goals.

4. Remuneration Framework

- Board Members:
 - Serve on a voluntary basis.
 - May only be reimbursed for reasonable expenses incurred in performing their duties.
 - Any exceptional compensation (e.g., attendance allowance) must be modest, approved by the Board, and compliant with Dutch nonprofit standards.
- Staff Members (CEO, Fundraising/Partnerships, Finance/Admin):
 - Base salary: determined by role (Job Description) and reference to nonprofit salary benchmarks in the Netherlands.
 - Benefits:
 - Employees (with a formal employment contract) are entitled to statutory benefits under Dutch labor law (e.g., pension contributions, health insurance, paid leave). Additional benefits (professional development, flexible working arrangements) may be provided if financially sustainable.
 - Volunteers who support the foundation on a part-time or occasional basis, are not employees and therefore not entitled to employment benefits. They may, however, receive reimbursement of expenses or modest allowances in line with Dutch tax regulations for volunteer work.

5. Governance & Oversight

- The Board of Stichting GNI Europe approves:
 - CEO salary and remuneration adjustments.
 - Annual remuneration review across the organization.
- The CEO Europe applies the remuneration framework for staff, ensuring compliance with Dutch labor laws and GNI global policies.
- Annual reporting on remuneration will be included in financial statements, ensuring transparency for donors, regulators, and stakeholders.

6. Financial Flows and Sustainability

- Remuneration is funded through the operational allocation from regional fundraising, as per the GNI global financial model.
- No remuneration shall compromise the commitment that 90% of funds go directly to the mission of GNI.
- All financial decisions must comply with the foundation's asset management policies as set out in the Policy Plan.

7. Compliance and Review

- This policy ensures compliance with:
 - Dutch Civil Code requirements for stichtingen
 - ANBI (Algemeen Nut Beogende Instelling) standards for public benefit organizations (if/when applicable)
 - GNI Global remuneration principles
- The policy will be reviewed every two years, or earlier if required by Dutch law, by Stichting GNI Europe Board.