

Remuneration Policy

Approved by the Board on 3 October 2014

1. Responsible Mining Foundation

The Responsible Mining Foundation receives funding from government and philanthropic sources independent of mining and related industries. The Foundation ensures that expenditure of donor funds aligns with the agreed budget and operational plan presented to each donor, and conforms with the Code of Ethics of the Foundation. As part of the prudent management of its financial affairs, the Foundation respects that donations are made towards a purpose for the common good, and undertakes to spend funds both reasonably and fairly in relation to the remuneration of people and compensation for Foundation-related expenses.

2. Members of staff

- a. The CEO is responsible for the employment of all members of staff.
- b. The Foundation remunerates members of staff according to their function, level of responsibility and level of experience.
- c. Members of staff are encouraged to use public transport, and offered reimbursement for the cost of commuting by public transport.
- d. The Foundation encourages continual professional learning for all members of staff and supports this wherever reasonable.
- e. The Board of Trustees establishes the remuneration and conditions of employment of the CEO.

3. Board of Trustees

- a. Trustees receive no remuneration for the fulfillment of their functions, although specific costs like travel can be reimbursed on the basis of individual claims in accordance with Foundation policy and procedures.
- b. Trustees may claim an agreed attendance fee for formal meetings (*vacatiegeld* – Dutch norm). The fee is EUR200 per meeting. The chair may claim EUR375.00 per meeting.
- c. If a member of the board or any other policymaker (*beleidsbepaler*) of the foundation also performs executive tasks (*uitvoerende taken*), the board may grant remuneration or compensation for such executive tasks to the member of the board or policymakers concerned by way of a board resolution. In such a case that maximum rate is EUR100 per hour.

4. Expert Review Committee

- a. Members of the Expert Review Committee are appointed by the Board of Trustees.
- b. Travel and costs associated with Foundation meetings can be reimbursed according to the Foundation policy and procedures.

5. Advisory Council

- a. Advisory Council members receive no remuneration for the independent advice that they offer to the Board of the Responsible Mining Foundation.
- b. Travel and costs associated with Foundation meetings can be reimbursed according to the Foundation policy and procedures.

6. Stakeholder dialogues

- a. Participants in stakeholder dialogues do not receive remuneration for attendance, but do receive compensation for travel expenses, according to the Foundation policy and procedures.
- b. Participants may under certain circumstances receive a daily allowance based on UN standards.
- c. Chairpersons and keynote speakers may receive a fee for their work. The compensation arrangement is determined annually by the Foundation.

7. Consultants

External consultant contracts fall under the CEO. Contracts are awarded based on market related fees for comparable organisations, and performance is monitored on a regular professional basis.