

Remuneration Policy

Access to Seeds Foundation

(GOV-002)

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1. Foundation

- a) The Access to Seeds Foundation is an independent foundation that receives its funds from government, or private foundations that share its goals.
- b) Dealing with public money and funds for development goals comes with a special responsibility to control budgets, which is taken seriously by the foundation.
- c) The Foundation manages its funds responsibly and prudently. This includes that the Foundation compensates staff, and any others who may receive compensation, reasonably and appropriately.

2. Supervisory Board

- a) Members of the Supervisory Board get no financial compensation for the work they do for the Foundation or the Index.
- b) When individual board members have to make expenses to increase the function of the foundation, they must get approval of the board in advance. Only then the expenses will be compensated.
- c) All board member have the right to claim an attendance fee for all board meetings.
- d) Details are elaborated on in the expense claim policy. (Memorandum of the reimbursement of expenses, GOV-009)

3. Executive Board and staff

- a) The Executive Board is responsible for the employment of all members of staff.
- b) The Foundation remunerates members of staff according to comparable market criteria and consideration to their function, level of responsibility and level of experience.
- c) Members of staff are offered a pension scheme.
- d) The Foundation encourages continual professional learning for all members of staff and supports this wherever reasonable. (Details on study arrangements can be found in document HR-001)
- e) The Supervisory Board establishes the remuneration and conditions of employment of the Executive director.

4. Advisory Council

- a) Members of the Advisory Council provide independent advice to the Foundation.
- b) Members of the Advisory Council get no financial compensation for the work they do for the Foundation or the Index.
- e) Travel and costs associated with Foundation meetings can be reimbursed according to the Foundation policy and procedures. (Memorandum of the reimbursement of expenses, GOV-009)

5. ERC and TAG

- a) The Expert Review Committee and the Technical Advisory Groups are working committees that monitor, review and publish the Index methodology and findings.

- b) The multi-stakeholder character of the committees, from industry representatives to smallholder farmer representatives from developing countries, make a one-size fits all remuneration policy for these participants unfeasible.
- c) ERC and TAG do not receive a remuneration payment for their advisory work. The compensation scheme is determined annually by the Supervisory Board.
- d) Travel and costs associated with Foundation meetings can be reimbursed according to the Foundation policy and procedures.

6. Participants in stakeholder dialogues

- a) Stakeholder dialogue meetings are an essential aspect of the Index Cycle, developing the methodology and learning from its findings.
- b) Participants in stakeholder dialogues do not receive compensation besides compensation for travel expenses.
- c) For participants from developing countries a daily allowance can be provided based on UN standards.
- d) Chairs and keynote speakers can receive a compensation for their work. The compensation scheme is determined annually by the Supervisory Board.

7. Consultants

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