Stichting Gentle Boys Club

Remuneration Plan

1. Purpose of the Remuneration Plan

This remuneration plan establishes the principles and procedures governing compensation within *Stichting Gentle Boys Club*. It ensures that all payments are reasonable, transparent, and exclusively in service of the foundation's mission, in line with Dutch ANBI requirements. The plan protects donor funds, prevents conflicts of interest, and ensures that the foundation can attract and retain qualified personnel as it grows.

2. Legal and Regulatory Framework

This plan follows the legal requirements applicable in the Netherlands, including:

- Dutch Civil Code (Burgerlijk Wetboek), especially Book 2 on legal entities
- ANBI regulations of the Dutch Tax Authority (Belastingdienst)
- Code Goed Bestuur (Good Governance for Charities)
- CBF Erkend Goed Doel standards (if relevant in future)
- Dutch Labour Law (Arbeidsrecht)

Relevant internal rules from the Articles of Association include:

- Board members cannot receive remuneration for board duties (Art. 4.7).
- They may receive reimbursement of reasonable expenses (Art. 4.7).
- The Director (Managing Director) may receive a reasonable salary determined by the Board (Art. 9.1).
- Only reasonable salaries and payments to employees are permitted (Art. 4.7).

3. Scope of the Remuneration Plan

This plan applies to:

1. Board Members (Trustees)
2. Director / Managing Director
3. Employees or Contractors
4. Volunteers

4. Remuneration Principles

4.1 Reasonableness

All remuneration must be modest, in line with nonprofit-sector norms, and appropriate to the size and phase of the foundation.

4.2 Transparency

All decisions regarding remuneration will be documented, board-approved, and published annually in the ANBI financial report.

4.3 Independence

No individual may participate in decisions about their own remuneration.

4.4 Efficiency of Donor Funds

The foundation uses its assets exclusively to pursue the objectives in Article 2. The foundation will not retain more assets than reasonably required to guarantee continuity of its activities.

5. Employees' Remuneration

5.1 Salary Structure

Employee salaries (if and when employees are hired) will be based on:

- job responsibilities
- experience

- market benchmarks within the nonprofit sector
- budgetary capacity

The foundation may use the CAO Sociaal Werk or similar frameworks as reference.

5.2 Benefits

Employee benefits may include:

- statutory holiday allowance (8%)
- pension contributions (if applicable)
- travel expense reimbursement
- paid holiday leave
- access to training or professional development budget

5.3 Bonuses

The foundation does not offer bonuses.
Any exception must be justified, modest, and board-approved.

6. Director / Managing Director Remuneration

- The Director may receive reasonable remuneration, determined and approved entirely by the Board (Art. 9.1).
- The Director does not participate in the decision-making regarding their own remuneration.
- Remuneration must comply with nonprofit benchmarks and ANBI rules.
- Details of the Director's compensation will be included in the annual ANBI financial report.

7. Board Members (Trustees)

In accordance with Article 4.7 of the Articles of Association:

- Board members do not receive any remuneration for their board duties.
- They may receive reimbursement of reasonable expenses directly associated with performing their duties (e.g., travel, materials, administration).
- They may also receive a volunteer allowance, but only if legally permitted and not tied to their board function.

All reimbursements will be transparently reported in the annual accounts.

8. Volunteers

- Volunteers do not receive salaries.
- They may receive actual expense reimbursements (public transport, materials).
- They may receive the tax-free volunteer allowance within Dutch legal limits (max. €210 per month / €2,100 per year, subject to annual statutory updates).
- Allowances will never be used as disguised wages.

9. Procedures for Adjusting Remuneration

- The Board conducts an annual remuneration review.
- Considerations include inflation, CAO updates, organisational capacity, and sector benchmarks.
- All decisions are recorded in the Board minutes.
- Any adjustments are disclosed in the annual ANBI report.

10. Reporting and Transparency

In compliance with ANBI rules, the foundation publishes annually:

- Employee remuneration totals
- Director remuneration structure and amount

- Board expense reimbursements
- Volunteer allowances
- A narrative explanation of major cost categories

This information will be available publicly on the foundation's website.

11. Conflict of Interest Prevention

- Anyone with a potential conflict must disclose it immediately.
- The individual must withdraw from all related deliberations and decisions.
- All conflicts and actions taken will be documented.

12. Approval

This Remuneration Plan was approved by the Management and Board of Stichting Gentle Boys Club on:

Date : November 19, 2025

Signed:

Director
Name: Priyamvada Mehra
Signature: _____

Chairperson
Name: Sanaa Abdusammad
Signature: _____

Secretary
Name: Jesse van't Hull
Signature: _____

Treasurer
Name: Thomas Wheeler
Signature: _____

General Board Member

Name: Diksha Sanyal

Signature: _____