



DICON International
Empowerment Through Cooperation

Remuneration Policy

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1. Introduction

Development Inter-Cooperation International (hereinafter referred as DICON International) is a Netherland based solidarity non-for-profit and non-government organization committed to delivering emergency relief, rehabilitation, development assistance, and programmatic services to vulnerable communities. The organization is dedicated to alleviating human suffering and operates with a strictly non-political and non-sectarian mandate, guided by humanitarian principles and a commitment to impartial service. DICON International fully complies with current legislation and regulations, as well as with the values upheld by the UNO, ICRC, CHS and the ECHO framework agreement (Directorate-General for European Civil Protection and Humanitarian Aid Operations). Our mission is to:

- a. Provide assistance to the most vulnerable populations, particularly women and children, victims of natural disasters and civil conflicts, and those living in extreme poverty with special attention to neglected groups and overlooked humanitarian needs.
- b. Design and implement holistic, multi-sectoral, and sustainable programs that are pro-poor in focus and effectively bridge immediate humanitarian relief with long-term development at the community level.
- c. Empower communities through meaningful participation, strengthening local capacities, and maximizing the use of local knowledge and resources in both program design and implementation.
- d. Promote peaceful coexistence, social cohesion, and the reintegration of marginalized groups into society.
- e. Protect and preserve lives during times of disasters, armed conflict, civil unrest, epidemics, and climate-related crises.
- f. Uphold the highest professional and ethical standards in program delivery, ensuring

accountability and transparency to beneficiaries, donors, partners, and relevant local authorities.

DI strongly believes in the power of collaboration and teamwork, recognizing that the organization's success depends greatly on the integrity, decisions, and conduct of its governing board, staff members, associates, and volunteers. As a humanitarian and development organization working to assist the most vulnerable populations, it is essential that all personnel read, understand, and adhere to DICON International's policies and principles. This commitment ensures that services are delivered to beneficiaries with dignity, efficiency, accountability, and professionalism.

2. Scope and Purpose

This Remuneration Policy outlines the principles, guidelines, and procedures governing the compensation provided to the Board members, Committee (s) members, employees, volunteers, executives and advisors of DICON International hereinafter called the organization. The purpose of this policy is to ensure that compensation practices are fair, equitable, and in alignment with the Organization's mission, vision, objectives, and values.

3. Compensation Policy

DICON International is committed to responsible stewardship of its resources and the public trust. Our compensation policy emphasizes:

- Compensation decisions should reflect the Organization's charitable mission and core values.
- Compensation should be fair and equitable, ensuring that it is appropriate to the performed roles, responsibilities, and contributions.
- Compensation practices should be transparent, and relevant details should be disclosed to everyone.

4. Compensation Elements

DICON international may offer the following compensation elements:

Base Salary/Wages: Competitive and commensurate with job responsibilities.

DICON international is non-profit organization, and its primary purpose is to serve the public interest, charitable causes, it does not provide incentive or bonus programs. Board members, Committee (s) members and volunteers at DICON international are expected to act in the best interests of the organization and the goals it serves, rather than for personal financial gain.

5. Remuneration of Board members, Committee (s) members

Members of the Board and committee (s) serve on a voluntary basis and do not receive any salary, fees, or other financial remuneration for their governance or management positions/services.

6. Remuneration of employees

The Organization may employ staff to support its objectives. The employment terms shall be fair and in accordance with applicable Dutch labor laws.

Employees of the organization shall receive remuneration that is reasonable and proportionate to the time spent, their duties and responsibilities, taking into account market standards within the non-profit sector.

7. Remuneration of volunteers

- Volunteers are individuals who freely offer their services to the Organization without expectation/intention of payment or compensation.

- Volunteers are not entitled to monetary remuneration or salary for their services.

8. Remuneration of person(s) determining policy of the Organization

The Board, Committee (s) members supported by respective functions, shall be responsible for drafting of policy plan and other policies of the Organization, while implementation of the policy plan shall be performed by the committee (s) upon approval by the Board.

Neither the committee (s) members nor Board will be remunerated for this.

Board and or committee (s) members will be entitled only to receive allowance for reasonable expenses incurred, subject to provision of the evidences of such costs, and an attendance fee per meeting which will not be higher than the maximized attendance fees prescribed by the Dutch Tax Authorities.

9. Expense Reimbursement

Board members, Committee (s) members, employees, volunteers, executives, and advisors may be reimbursed, subject to provision of the evidences of such costs, for necessary and reasonable expenses incurred while performing their duties. All expenses should be documented and submitted in accordance with established policies and procedures.

10. Prohibition of Private Benefit

The Organization shall not engage in activities that result in private inurement or undue private benefit to any individual associated with the organization. Compensation decisions should be made solely for the benefit of the organization and its charitable mission.

11. Regular Review

This Remuneration Policy shall be regularly reviewed and updated to ensure that it remains in compliance with relevant laws and regulations and in alignment with the Organization's mission.

12. Legal and Tax Compliance

The organization shall adhere to all applicable laws and regulations concerning compensation and tax-exempt organizations, seeking legal counsel and expert advice as needed.