Stichting ECPAT International

Remuneration policy

October 2026

Purpose of remuneration policy

The remuneration policy is aimed at promoting a healthy workplace culture that enables us to have good sector relations and a highly engaged employee base, thereby ensuring the entire team is motivated to achieve the organisation's objectives by looking after the interests of the children for whom we work.

We place our social purpose at the heart of the organisation as well as our passion and commitment to deliver on our mission and objectives. We acknowledge that the remuneration policy is a catalyst that positively impacts on employee wellbeing and therefore is an important tool for attracting, promoting, and retaining well-qualified employees focused on the long term.

The remuneration policy applies to all employees of the organisation.

Principles of the remuneration policy

- Socially responsible for the sector in which we operate
- Transparent
- Compliant with laws and regulations
- Periodically evaluated so it remains fit for purpose.
- Draws on external advice where necessary

Main points of policy

The organisation works with a global team, spread across various countries and continents, with administrative headquarters in Thailand

- A fixed monthly salary is set based on the level of the position, the required qualities, responsibilities, and relevant work experience of the individual.
- Periodic increases may occur within the framework of a performance appraisal process as per conditions prescribed in the Employee Handbook.
- The market situation and level of cost of living in the country of posting also affects the determination of the fixed monthly salary.
- Statutory regulations in the country of posting determine other conditions, such as leave and social security.
- For expatriate staff, additional allowances may apply based on the employee's personal and family circumstances and as per the conditions prescribed in the Employee Handbook.

Remuneration for the Executive Director

In addition to performing policy-making duties in his capacity as a statutory director, the Executive Director may also perform executive duties arising from an employment relationship between the Executive Director and the foundation. The remuneration for the Executive Director's executive duties shall be determined by the Supervisory Board, based on market-standard remuneration for comparable positions in the non-profit sector and within the limits of the Dutch Standards for Remuneration Act (Wet normering topinkomens (WNT).

The following factors are considered when determining a market-rate salary:

- size of the budget/revenue;
- number of employees;
- complexity of the organization;
- scope and diversity of funding;
- governance responsibility;
- social impact;
- risks and reputation;
- international responsibility;
- strategic responsibility;
- relationship between the board, management, and the Supervisory Board.

ECPAT International has a global workforce, with the majority of the team working remotely from their home countries. If the Executive Director holds an expatriate position at the Bangkok office, expatriate benefits may be determined, considering personal and family circumstances. If the Executive Director performs their duties remotely, local regulations, norms, and applicable sector agreements will be considered and/or applied in the determination of the remuneration.

Supervisory Board Members

Members of the Supervisory Board do not receive remuneration or payment for their governance duties. Positions on the Supervisory Board are unpaid.

Supervisory Board members are entitled only to:

- Reimbursement of expenses: Compensation for expenses actually incurred and reasonably necessary in the performance of their duties (e.g., travel expenses). Such expenses must always be substantiated by original proof of payment and require prior approval.

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