Loop Remuneration Policies

Last updated: 01/10/2020

Staff

At Loop the governance and business model must live and breathe equity, equal participation, flat power structures and empowerment as well as a culture of open and vibrant feedback, because this is what we hope to enable more generally. As such we are developing a Pay Equity Policy. The approach will learn from the HOT, Ushaidi and Buffer models and will be adapted to Loop as it evolves. As a global digital platform, and expecting to recruit people from varied and diverse backgrounds, we have a remote first working policy.

The Governing Board decides on the remuneration for the Director and will approve the Pay Equity Policy/Remuneration policy for the Director and other personnel. Salaries shall reward staff in line with market practice and according to socially acceptable and justified criteria in keeping with the status of Loop as a public benefit organisation (algemeen nut beogende instelling).

Board Members

According to Article 5 of the Deed, Board members shall not receive remuneration, neither direct nor indirect, for the work they perform for the foundation in that capacity.

Remuneration is not taken to include: 1. a reasonable, non-excessive compensation for costs incurred for the benefit of the foundation; 2. an appropriate attendance fee.