

## **REMUNERATION POLICY of the LDOH Foundation**

The Learning and Development of Occupational Health (LDOH) Foundation has its own remuneration policy.

### 1. Board members

Board members are not remunerated for their work, nor do they receive attendance fees. They can get reimbursed by the LDOH Foundation for work-related expenses, such as travel and accommodation costs and expenses incurred for the purpose of participating in conferences.

### 2. Director and staff members

The LDOH Foundation director can receive an honorary fee which is set by the board. The director is not formally employed by the foundation. The LDOH Foundation can hire staff members. When they receive remuneration, such is based on their education and work experience. Director and staff members can get reimbursed by the LDOH Foundation for work-related expenses, such as travel and accommodation costs and expenses incurred for the purpose of participating in conferences.

### 3. Volunteers

The LDOH Foundation relies mainly on the services of volunteers. Volunteers can be compensated for costs they incur on behalf of the Foundation, such as travel and accommodation costs and expenses incurred for the purpose of participating in conferences.

### 4. General provisions

Permission by the treasurer (written or via email) is required for transfers of payments by the LDOH Foundation. Reviewed in this context are: (1) the Foundation's financial liquidity, and (2) the benefits of the work done (related to the financial compensation or remuneration asked) to the LDOH Foundation and whether the amount of payment is perceived as being reasonable.

This revised Remuneration policy text has been adopted in Hilversum, the Netherlands, by the LDOH Board on February 23th, 2017.