



KATALYST
INITIATIVE

STICHTING KATALYST INITIATIVE
POLICY PLAN / BELEIDSPLAN 2021

MARCH 2021

Purpose of this report: This report is published under the requirements of the Dutch Tax Authority (Belastingdienst) as a condition of Katalyst Initiative's status as a Public Benefit Organisation or 'ANBI' (algemeen nut beogende instelling.)

ABOUT KATALYST INITIATIVE

Katalyst Initiative is a non-for-profit NGO based in Amsterdam, The Netherlands.

Katalyst was founded in July 2020, and as a new organization, this document reflects the first policy plan, created for Katalyst's startup phase. During 2021 a multi-year plan will be developed outlining the longer-term vision of the organization.

GOVERNANCE:

As of publication of this report, Katalyst Initiative's Board is:

- Anne Lally (Chair)
- Martin Curley (Treasurer)
- Henrik Lindholm
- Katharine Fortin

ORGANISATIONAL DETAILS:

Stichting Katalyst Initiative

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RSIN (Legal Entities and Partnerships Identification Number): 861463262

OBJECTIVE AND ACTIVITIES

The objective of Katalyst Initiative as outlined in our statutes is the promotion of respect for human rights, labour rights and environmental justice in supply chains globally.

Katalyst Initiative was founded by civil society veterans to help create the governance tools needed to ensure human rights are respected in complex 21st century garment supply chains. Within the growing global movement towards a fairer garment industry, we see a critical need to catalyse a shared strategic vision across global civil society: trade unions, worker and human rights groups, environmental initiatives, researchers, policy experts and others. By combining the rich but often fragmented expertise held by civil society across supply chains; and by learning from what has – and has not – worked over the last 20 years, a new set of governance tools can be created to strengthen respect for rights in the global economy.

Katalyst bases its work on evidence, innovation and the application of a wide range of disciplines to reimagine what supply chain governance could look like in the 21st century. In doing so, Katalyst aims to help the movement to bridge some current gaps in civil society: e.g. between civil society actors focusing on different parts of supply chain networks; between the human rights and environmental justice movements; and between the garment industry – Katalyst’s main focus – and other industries suffering from similar problems.

ACTIVITIES

Katalyst Initiative focuses on five key activity areas:

- The identification of areas where civil society governance strategies need strengthening or reconsideration
- The generation of original research on poorly-understood aspects of garment supply chains
- Cooperation with a broad range of civil society actors and experts to consolidate existing research and theory into knowledge that can be used to design better governance
- Convening and facilitating discussions between different civil society groups in order to forge more a widely shared understanding of how to improve respect for human and environmental rights.
- Publication of research, policy notes, and similar documents to help support a stronger civil society response to the challenges of globalization.

FUNDRAISING

Katalyst Initiative raises funds primarily through:

- Applications for support to institutional donors (e.g. government agencies, private foundations, INGOs, sub-granting from other NGOs, etc), either alone or in cooperation with other not-for-profit actors.
- Contract arrangements with not-for-profit organisations to conduct research or otherwise develop materials that benefit both parties and overlap with Katalyst’s objectives.

- Applications for support to business donors, on a limited basis, where the business has a strong ethical character, and given Katalyst's focus on civil society promotion, accepting support would not create conflicts of interest. Consequently, as a general policy, Katalyst does not accept funding directly from companies with supply chains which would fall under the scope of Katalyst's work (e.g. garment brands, agribusiness, etc.).

FINANCIAL MANAGEMENT

Management of funds is overseen by the board, lead by the Treasurer. Katalyst has been established with a commitment to good governance and strong financial and organizational management, and the founding board members have extensive experience of project management.

As Katalyst grows, appropriate levels of financial management will be implemented, with advice from outside experts where appropriate.

Katalyst Initiative's financial year aligns with the calendar year. As Katalyst was founded in the 2nd half of the 2020, the year's activities will be rolled in to financial reporting for FY 2021, in line with Dutch government rules for new organisations.

Katalyst Initiative will file annual accounts within six months of the end of each financial year.

ASSETS

Katalyst Initiative will hold no more funds in reserve than are necessary to continue activities and provide a reasonable emergency cover.

Should Katalyst ever cease operations, any funds remaining after payment of debts will be transferred to a public benefit organization with similar objectives.

REMUNERATION POLICY: BOARD

Board members, apart from non-excessive reimbursements of the costs made by them in connection with their duties, do not receive any remuneration.

REMUNERATION POLICY: STAFF

Through 2021, Katalyst Initiative plans to work with any paid staff on a freelance basis. As a new organisation still in startup fundraising mode, the board feels permanent staff should not be taken on until it is clear that sustained funding will be available. Katalyst will also draw on volunteer time from board members and other supporters of the organisation during this phase.