



KATALYST  
INITIATIVE

# STICHTING KATALYST INITIATIVE POLICY PLAN / BELEIDSPLAN 2025-26

## **POLICY PLAN / BELEIDSPLAN 2025-26**

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 not-for-profit NGO based in Amsterdam, The Netherlands, founded in July 2020.

**GOVERNANCE:**

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

- Anne Lally (Chair)
- Anna Burger
- Irina van der Sluijs
- Hendrine Stelwagen
- Klaas Henrik Eller

**ORGANISATIONAL DETAILS:**

Stichting Katalyst Initiative

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RSIN (Legal Entities and Partnerships Identification Number): 861463262

Katalyst is [recognised by the Dutch Tax Authorities](#) as an ANBI Public Benefit Organisation. In many cases, [donations to ANBI \(Algemeen Nut Beogende Instelling\) registered organisations](#) may be deducted from Dutch income tax or corporate income tax.

## 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 aims to help civil society and policymakers to design governance capable of supporting a ‘Just Transition’ to a low-carbon economy that protects and improves jobs while reducing climate and environmental impacts.

Katalyst Initiative was founded by civil society veterans to help create the tools and knowledge needed to govern global supply chains. Much of our work uses the global garment industry as a test case for developing these tools and knowledge; however the principles developed there are relevant to a wide range of industries, and Katalyst is increasingly working to apply them in other sectors.

We see the 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 pro-good-governance actors 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 and environmental protections 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: e.g. between civil society actors focusing on different parts of supply chain networks and between the human rights and environmental justice movements..

Katalyst’s work is designed to support what we term ‘full-spectrum governance’ – which includes four broad categories of governance: Public regulation, collective bargaining, voluntary private regulation, and hybrid forms which may mix aspects of the other three.

## FULL-SPECTRUM GOVERNANCE MODEL



**(TRANSNATIONAL)  
PUBLIC REGULATION**



**(SUPPLY CHAIN)  
SOCIAL DIALOGUE &  
COLLECTIVE  
BARGAINING**



**NEW & HYBRID  
GOVERNANCE  
FORMS**



**VOLUNTARY  
PRIVATE  
REGULATION**

## ACTIVITIES

Katalyst Initiative focuses on five key activity areas:

- The identification of areas where governance strategies need strengthening or reconsideration
- The generation of original research on poorly-understood aspects of supply chain governance for human rights, climate change and other environmental protections.
- Cooperation with a broad range of organisations and experts to consolidate existing research and theory into knowledge that can be used to design better governance
- Convening and facilitating discussions between different governance-focused 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 from 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.
- 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 from business donors, where accepting support would not create conflicts of interest for Katalyst's work.

## FINANCIAL MANAGEMENT

Management of funds is overseen by the board. 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 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 for their services on the board.

## REMUNERATION POLICY: STAFF

Currently, Katalyst Initiative works with staff on a freelance basis, and expects to do so through 2025-26. As the organization grows, the aim will be to eventually start hiring staff on a permanent basis. Katalyst will also draw on volunteer time from board members and other supporters of the organisation during this phase.