

Executive remuneration policy

Marwell Wildlife, a conservation organisation *dedicated to the conservation of biodiversity and other natural resources*¹, is a registered charity of the UK. As a member of the not-for-profit community, it understands and takes great pride in its place within today's contemporary voluntary and social enterprise sector. It also endorses and supports the views of ACEVO² as outlined in their 2013 Good Pay Guide that recognises the issue of professional remuneration, set against the ethos of the not-for profit sector.

Similar to the conclusions made by ACEVO, Marwell Wildlife believes that “professionalism does not conflict with the values that lie at the heart of charities.”³ Furthermore, that good, strong leadership is essential to high productivity throughout an organisation, whether that sector is public, private, charitable or a social enterprise. Marwell also believes that to fulfil its mission and its strategic plans it will require exceptional talent. It is therefore committed to remunerate its senior staff accordingly, but still mindful of its not-for profit status.

In examining and awarding executive pay, Marwell will use a variety of sectorial data and benchmarks. This will include, but is not limited to, the annual ACEVO Pay Survey, publically advertised vacancies for similar positions within the sector, and market intelligence gleaned through Marwell's own networks regarding direct comparisons.

A Remuneration Committee formed from members of the HR Committee⁴ oversees this process, meeting twice yearly. Although specific adjustments to executive remuneration can be tabled at any time, the committee normally examines remuneration at its October meeting and currently aims to place executive remuneration in the median quartile for the sector.

¹ Marwell Wildlife mission statement

² Association of Chief Executives of Voluntary Organisations

³ The Good Pay Guide, ACEVO, December 2013, p.3

⁴ a non executive subcommittee of Trustees and the Chief Executive