

Chief Executive Pay: Policy Statement **21 March 2024**

1. Principles

Refuge trustees wish to ensure that the salary of the Chief Executive is fair, transparent, and rational and is capped in relation to other salaries in Refuge.

The level of the salary of the Chief Executive is set at a level that achieves the above, is similar to comparable organisations and can at all times be justified to donors, colleagues and staff and to the press and public.

2. Refuge Chief Executive benchmark

On 21 March 2024 Refuge trustees determined that the salary of the Chief Executive should be in the range of 5 to 6 times the lowest London full time salary at Refuge.

3. Policy Review

This policy will be reviewed by Refuge's Nominations and Remunerations Committee of the Board and recommendations made a minimum of every 3 years.