

Policy Plan & Budget

Stichting IRMA Europe
2026

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Policy Plan

The objective of Stichting IRMA Europe is to support and promote more responsible mining practices that respect human rights and the environment, by creating value for greater accountability and transparency in the mining sector. Improving mine practices serves a world that relies on mined materials to support renewable energy and to respond to climate stresses, as well as materials for products society uses everyday – phones, buildings, jewellery, cars, laptops and more.

Strategic Plan

Stichting IRMA Europe will achieve its objectives by promoting credible and independent third-party assessments of industrial-scale mine sites, advancing respect for human rights, including the rights of Indigenous Peoples, workers, and affected communities, and protecting ecosystems and biodiversity in mining areas.

Stichting IRMA Europe will facilitate multi-stakeholder dialogue, provide credible information on mine performance, carry out research and analysis, build capacity,

and support public education efforts. It will engage in collaboration with global partners to advance responsible sourcing, and contribute to a just transition to a low-carbon economy.

Executive Board Members

- Aimee Boulanger – Director, Chairperson
- M. J. Janet Xiao – Treasurer
- Rebecca Burton – Secretary
- Marco van der Wal – Member
- Maurice van Beers – Member (*until 16 March 2026*)

Remuneration policy

Stichting IRMA Europe's remuneration policy follows a market-based remuneration policy. This means that it is in line with that of comparable non-profit organisations. Staff salaries range between €50,000 and €150,000, depending on role, experience, and responsibility.

Executive Board members do not receive remuneration for their board duties. They may be reimbursed for reasonable out-of-pocket expenses incurred in the performance of their role and may receive reasonable attendance fees, where applicable.

Fundraising and management of the assets

Stichting IRMA Europe raises its funds by applying for grants from private foundations to support its operations. The Executive Board, with oversight from the Supervisory Board, assigns this income to the relevant grant goals.

Accounting principles

The annual accounts are to be prepared in accordance with the Guidelines for Annual Reporting, specifically Guideline C1 for small non-profit organisations.

2025 Financial Statements

FY2025 Financial Statements are [published online](#).

2026 Budget Forecast

Budget forecast 2026

The 2026 budget forecast for Stichting IRMA Europe reflects a strategically-aligned budget with total projected revenue and expenditures of €310,000. The entire income is expected to be derived from grants provided by other not-for-profit organizations. Expenditures are primarily allocated to Salaries & Consultants, a critical investment in the expertise required to drive our core activities. Remaining

funds are earmarked for direct mission-related costs, including Travel & Pollution Offset, which facilitates essential on-the-ground engagement, and Events and Program Activities (€15,000) to support knowledge-sharing and advocacy. The balance of the budget is dedicated to Other Operating Expenses (€20,200), supporting the organization's administrative integrity.

Estimated benefits: 2026 budget (EUR)

Other Non-profit Organisations	295,000
Government	15,000
General Reserves	0
Total	310,000

Estimated costs: 2026 budget (EUR)

Salaries & Consultants	250,800
Events and Program Activities	15,000
Travel & Pollution Offset	24,000
Other Operating Expenses	20,200
Total	310,000