

---

# Fair Pay policy

1 January 2024

waag  futurelab

---

# Fair Pay policy

Waag Futurelab uses the following principles to ensure that the people who work for and with Waag receive fair pay:

- Work is rewarded. People who work for Waag receive financial compensation. The exception is the members of the Supervisory Board - they perform this function unpaid.
- The salary costs of Waag employees are in line with the collective labour agreement of universities and colleges.
- Waag sees following a collective labour agreement as a great support for being able to professionally shape HR policy within small organizations such as Waag and other cultural institutions, which cannot afford a large HR department.
- A standard of 150% of a comparable gross gross rate is maintained for the use of freelancers. By gross gross rate is meant a rate that includes all employer charges.
- Waag closely follows Platform ACCT guidelines; when they are higher than Waag's own standards, Platform ACCT guidelines are followed.
- Waag makes every effort to obtain funding for participants in events or communities who contribute to Waag's research projects.
- Waag strives to obtain funding for artists who contribute to Waag's research projects.

Waag Futurelab

Amsterdam, 1 January 2024