

SAVE WILD TIGERS PARTNERSHIP LIMITED

FINANCIAL GOVERNANCE POLICY - MARCH 2022

This policy provides a framework for all directors, employees, contractors and other individuals working with both the UK company and Malaysian company to follow when incurring costs. This policy is made available to all stakeholders including donors and charity partners to ensure transparency over how the financial affairs of the company are managed.

The primary aim of the company is to maximise the funds available for use towards the two aspects of the mission statement, being the running of awareness campaigns and marketing platforms supporting our objectives around tiger conservation and the onward donation of funds to our charity partners undertaking conservation activities. All financial decision making should be undertaken with this objective in mind.

CEO – To ensure the proper running of the company and a commitment to the mission the position of CEO will be a paid post to enable to holder to provide a sufficient time commitment to the role. It is expected that the CEO will commit a minimum of 60% of full time equivalent hours to the role, averaged across the year. The level of salary will be set at a substantial discount to the market value salary that the CEO would command in a commercial role.

Salaries – additional employees may be taken on by the company to the extent that there is a business case for incurring their costs.

Costs – Costs should only be incurred to the extent that they are contributing towards our mission, or the proper running of the company to comply with all necessary laws and regulations. The company will seek and to a large extent rely on the help of volunteers to carry out fundraising activities and support activities. The company will seek to obtain professional services free of charge where possible or at discounted rate.

Cash – due to the erratic nature of fundraising income and the need to ensure stable funding the company aims to hold a cash balance equal to at least 12 months operating expenses. This amount should be increased if there are specific areas of expenditure to be funded requiring a larger balance.

Travel – Employees, directors (*including the CEO*) and contractors will be reimbursed for any reasonable travel costs necessary for attendance at fundraising events or for travel on legitimate company business provided this is agreed in advance with the CEO. Standard class travel only will be reimbursed, and any upgrades must be funded personally by the individual concerned.

Application of Profits – Save Wild Tigers Partnership Limited is a company limited by guarantee and as such has no shareholders to which profits can be distributed. It is the intention of the members that all profits after covering company running costs and internally managed awareness and marketing campaigns will be donated to charitable partners involved in tiger conservation.

In addition, the company aims to donate a minimum of 70% of profits arising from auctions to its charitable partners involved in tiger conservation.

Financial Reporting – Financial accounts will be submitted to Companies House and HMRC in statutory formats and in line with all applicable deadlines. In addition, the company will maintain and update a more detailed summary of income and expenditure which will be published via the company website within 9 months of each financial year end.

Company Closure - on the closure or winding up of the company any remaining balance held after the payment of all reasonable costs will be donated to charitable partners whose aims are aligned with the mission statement of the company.