



## DIRECTOR REMUNERATION POLICY

LAST REVIEWED: OCT 2025

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### **Purpose of the Policy**

1. BC Dairy recognizes that producers serving on the Board of Directors commit significant time and effort to serve the industry for the benefit of all producers. This commitment can cause additional costs for a producer's business in the form of replacement labour and could result in lost opportunities. Accordingly, the purpose of this policy is to help mitigate these costs.
2. Board members will receive payment for their board-authorized, board-related work on behalf of BC Dairy as outlined in Con-11 of the BC Dairy Governing Policies manual.
3. BC Dairy will deduct Canada Pension Plan (CPP) contributions from payments issued to directors in accordance with applicable Canada Revenue Agency requirements.

### **Director Monthly Stipend**

4. All directors of BC Dairy will receive a monthly stipend to compensate them for all time spent preparing for meetings and email and phone communications on BC Dairy-related business, as follows:
  - a. Chair = \$3,300 per month
  - b. Vice Chair = \$2,200 per month
  - c. Committee Chair = \$2,200 per month
  - d. Director = \$1,925 per month

### **External Appointment Stipend:**

The board of BC Dairy will regularly appoint directors to represent BC Dairy and the interests of BC dairy farmers on external organizations. Some of these appointments are recognized as strategically critical to BC Dairy and board of BC Dairy recognizes that these positions carry a considerable workload. In these instances, BC Dairy will provide a

stipend to a director equal to that of a Committee Chair, unless the Chair is appointed to such roles, which will result in no change to the Chair stipend.

This includes external appointments to the following organizations: Dairy Farmers of Canada (DFC), BC Agriculture Council, Dairy Innovation West, Western Milk Pool.

### **Director Per Diems**

5. Directors shall be paid a per diem for attending meetings or events of other organizations if requested to participate by the BC Dairy Board Chair or member of the BC Dairy Senior Management Team. The director shall claim the per diem based on total time invested including travel time, as more particularly set out below.
6. Directors and the BC Dairy Board Chair shall be paid a per diem in accordance with the table below for the following:
  - Attendance at all in-person board, committee, and producer meetings, other than meetings organized or hosted by regional organizations (which, in turn, appoint members to the BC Dairy board), unless the BC Dairy director is attending such meeting in his or her capacity as a BC Dairy board representative.
  - Attending meetings in-person hosted by another organization, that the director serves on behalf of BC Dairy.
  - Attending meetings or events in-person at the request of BC Dairy.

<b>In-person meetings</b>	<b>Directors</b>	<b>Chair</b>
Full day (between 4 to 8 hours including travel time)	\$350	\$425

- a. Meetings (or calls) less than 30 minutes will not be compensated.
- b. Meetings that take between 31 and 4 hours (including travel time) will be remunerated at ½ of the daily per diem rate above.
- c. Meetings occurring for more than 8 hours in one day will be remunerated at the daily per diem rate above plus an additional \$50.
- d. An extra ½ of the daily per diem rate above will be paid for out-of-town meeting days that exceed 8 hours instead of the \$50 extra in 5c. above.

No director shall be entitled to claim reimbursement under more than one policy of BC Dairy (including, for example, this Policy and the Volunteer Remuneration Policy) for the same activities.

### **Per diems paid by other organizations**

7. Certain external appointments may qualify for per diems paid by an organization other than BC Dairy. In such cases, BC Dairy expects the director to claim from the other organization first. Directors may not claim from another organization and BC Dairy; provided, however, if the per diem payable by the other organization is less than would be paid by BC Dairy, then the difference may be claimed by the director from BC Dairy.

### **When per diems not paid**

8. Per diems will not be paid when a director is attending a meeting or event without prior approval.

### **Application and Interpretation of this Policy**

9. Per diems for attendance at internal BC Dairy meetings will be paid automatically based on the attendance record in the minutes of the meeting.
10. Anyone serving as a director of BC Dairy is responsible for claiming per diems (that are not automatically applied per section 8 above) from BC Dairy under this Policy in a timely manner, and not later than 90 days after the date on which the director service was performed. Claiming under this Policy is optional.
11. All questions regarding remuneration should be directed to BC Dairy Director of Finance and Administration. Questions can also be directed to the Board Chair.
12. This Policy is meant to serve as a remuneration guide and is to be interpreted fairly in the interests of BC Dairy and its directors. This Policy is not intended to grant rights in favour of directors nor shall it be enforceable as such. BC Dairy's Finance and Audit Committee is responsible for the interpretation of this Policy and any decision of the Finance and Audit Committee in connection with the application of this Policy is final.

### **Technology Allowance**

13. BC Dairy provides a technology allowance of \$1,000 every 3 years for all directors serving on the BC Dairy Board of Directors to purchase electronic devices (laptops, tablets) for use in board and committee meetings. A director may claim reimbursement under this allowance by providing a copy of the relevant receipt(s) to the BC Dairy Director of Finance and Administration.

### **Future Adjustments**

14. Board member remuneration and expense rates will be reviewed annually by the Finance and Audit Committee and will be aligned with comparable organizations having comparable expectations of their directors.