



DICON International
Empowerment Through Cooperation

POLICY PLAN

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POLICY PLAN

Stichting Development Inter-Cooperation International (DICON International)

1. GENERAL INFORMATION

Name of foundation	Stichting Development Inter-Cooperation International
Abbreviation	DICON International
RSIN / Fiscal number	867864795
Chamber of Commerce number	96991704
Statutory seat	Enschede, Netherlands
Mailing address	Egbertstraat 26, 7553 MT Hengelo
Email	info@diconinternational.org
Phone	+31 641293413
Date of establishment	10 April 2025
Website	https://dicon-international.org

2. Introduction

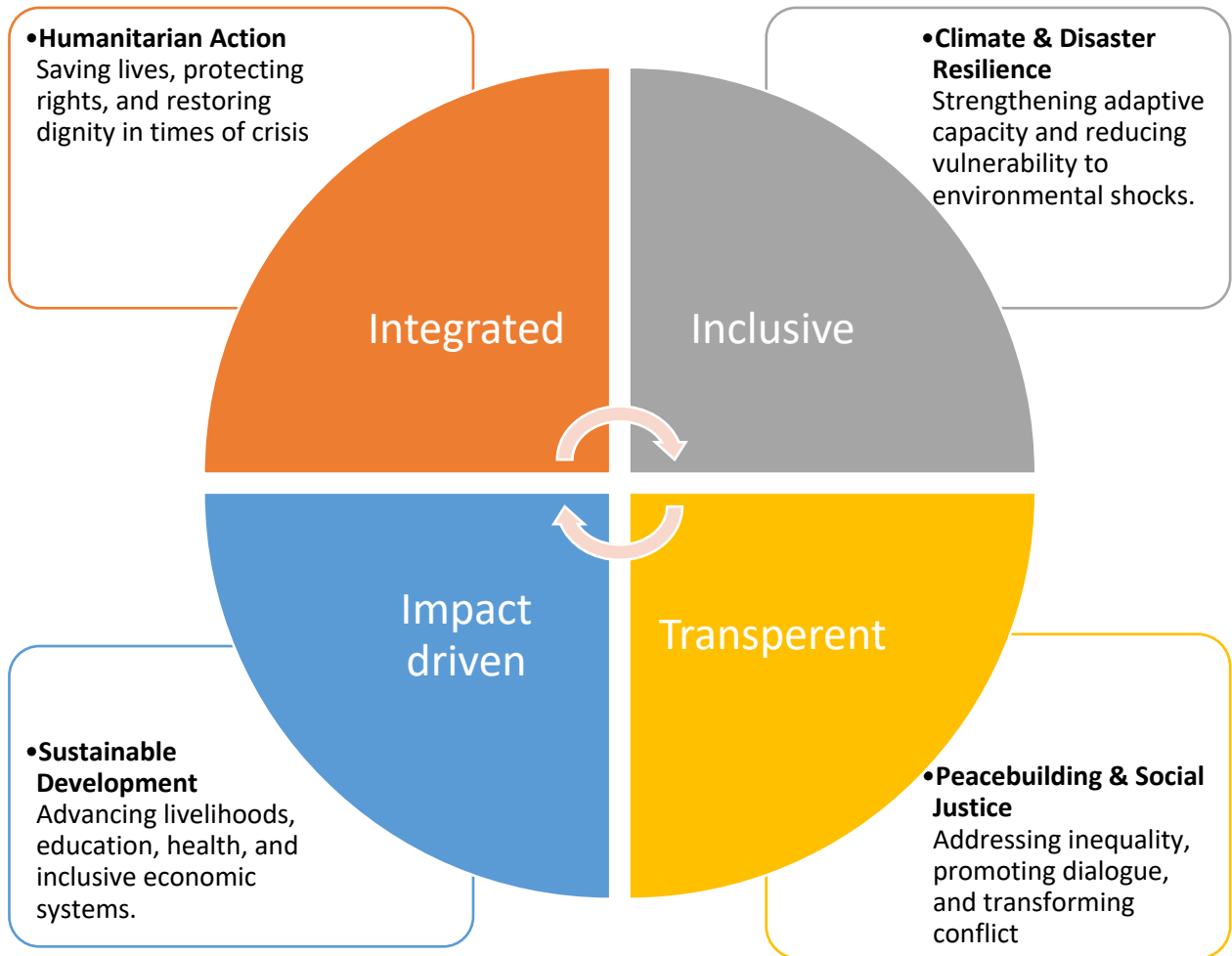
Development Inter-Cooperation International (DICON International) is a Netherland based solidarity, non-for-profit and non-government organization committed to delivering emergency relief, rehabilitation, development assistance, and programmatic services to vulnerable communities. The organization is dedicated to alleviating human suffering and operates with a strictly non-political and non-sectarian mandate, guided by humanitarian principles and a commitment to impartial services to the humanity. DICON International fully complies with current legislation and regulations, as well as with the values upheld by the UNO, ICRC, CHS and the ECHO framework agreement (Directorate-General for European Civil Protection and Humanitarian Aid Operations).



Our main objectives are;

- Increasing resilience and alleviating human suffering by providing timely humanitarian aid, supporting disaster risk reduction, and strengthening vulnerable communities through climate adaptation, education, healthcare, vocational training, and livelihood development.
- Promoting climate action and sustainability by developing and implementing innovative solutions to combat climate change, advocating for climate justice, and protecting communities disproportionately affected by environmental challenges.
- Promoting economic and social empowerment by enabling youth, women, and marginalized groups to break the cycle of poverty through skills development, entrepreneurship, and inclusive and equal economic opportunities, with a focus on local and global cooperation.
- Promoting global solidarity and protecting human rights by collaborating with national and international organizations to combat exploitation, discrimination, injustice, and human trafficking, while addressing the root causes of conflict and inequality to promote peace and society worldwide.
- Ensuring food security and poverty reduction by leveraging innovative agricultural technology, supporting sustainable development practices, and implementing holistic strategies to create long-term resilience and self-reliance in disadvantaged populations.
- The Foundation promotes media literacy, combats disinformation, and strengthens digital rights and data privacy through strategic advocacy, policy engagement, and collaboration with media organizations, civil society organizations, and international institutions.

Program Pillars



3. ACTIVITIES

3.1 Year 1 Activities (2025-2026)

Building partnerships	Establish collaborations with NGOs, local governments, and international organizations
Developing pilot programs	Develop climate education, community resilience training, and human rights awareness programs
Needs assessments	Conduct needs assessments in disadvantaged and marginalized regions
Fundraising	Launch fundraising and donor engagement campaigns
Training materials	Develop training materials for human rights, digital rights and sustainability modules
Online seminars	Organize online seminars and awareness campaigns

3.2 Expected Activities Years 2-3 (2026-2028)

Project implementation	Implement small-scale community development projects
Climate action	Launch climate action and sustainable livelihood programs
Emergency aid	Provide support to vulnerable groups affected by disasters or conflict
Monitoring & evaluation	Conduct monitoring and evaluation of ongoing programs
Reporting	Publish yearly impact and financial reports

4. INCOME

4.1 Method of Generating Income

The foundation generates income from the following sources:

Grants	From national and international government and private organizations
Donations	From individuals and the general public
Corporate partnerships	Contributions from companies and social partners
Institutional fundraising	From EU, UN, international funds
In-kind contributions	From natural persons and legal entities

- *All funds are used exclusively for achieving the foundation's objectives (in accordance with Article 3.2 of the statutes).*
- *"All funds and assets of the Foundation shall be used exclusively for achieving its objectives." (Article 3.2)*
- *"The Foundation operates as a non-profit organization. All profits are reinvested in its activities for the public benefit, and no profits are distributed to members or external parties." (Article 3.7)*

5. EXPENDITURE OF FUNDS

5.1 Allocation of Expenditure

Project costs	Minimum 80%	Program implementation, training, capacity building, research, educational materials, emergency relief
Management and administration	Maximum 20%	Necessary organizational costs, office, communication, accounting
Fundraising	Limited	Costs for fundraising activities

5.2 Expenditure Purposes

Funds are spent on:

- Program implementation
- Training and capacity building
- Research, advocacy, and educational materials
- Emergency aid and disaster response
- Necessary administrative costs (up to maximum 20%)
- Emergency relief reserve fund

6. ASSET MANAGEMENT

6.1 Reserve Policy

The foundation may maintain a reserve fund as determined by the board (in accordance with Article 3.3 of the statutes). A modest reserve may be held for:

Financial continuity Ensuring ongoing obligations and operational stability

Emergency aid Rapid response to disasters or crises

Multi-year projects Securing project financing across multiple years

6.2 Accounting

- Annual financial accountability prepared according to Dutch standards
- Annual report (balance sheet and statement of income/expenditure) published within 6 months after the end of the financial year on the website
- Separate project administration maintained
- Financial reports explain how funds were spent on public benefit purposes

7. BOARD

7.1 Composition

Position	Name	Residence
Chairman	Tareq Alam	Hengelo, Netherlands
Treasurer	Hassan Aykac	Oldenzaal, Netherlands
Secretary	Amir Gul Shenwar	London, United Kingdom

7.2 Independence

Board members are independent of each other. There is no blood relation or affinity up to the fourth degree between them. (Article 4.1 statutes)

7.3 Governance Principles

- Board decisions require majority approval (Article 5.10)
- Tie votes result in proposal rejection (Article 5.14)
- Daily operations may be delegated to staff or volunteers
- All board members follow Dutch ANBI governance and conflict-of-interest rules

8. REMUNERATION POLICY

8.1 Board Members

Board members receive no remuneration for their work. They do have the right to reimbursement of costs incurred in the performance of their duties. (Article 4.7 statutes)

Type of compensation	Allowed?	Explanation
Salary	NO	No compensation for board work
Fixed allowance	NO	Not allowed for ANBI
Expense reimbursement	YES	Actual costs incurred, with receipts and proof
Attendance fee	NO	Not currently paid

8.2 Staff and Volunteers

- Staff may be compensated according to applicable Dutch laws or collective agreements when employed
- Volunteers may receive expense reimbursement for actual costs incurred

9. CONFLICT OF INTEREST POLICY

- Board members must disclose any private interest in matters before the board
- Board members cannot participate in decisions where a conflict of interest exists
- All contracts with related parties must be approved unanimously
- Breaches must be reported and can lead to dismissal

10. FUNDRAISING POLICY

DICON International raises funds through:

- Grants from national and international bodies
- Donations from the public
- Corporate partnerships
- Institutional fundraising (EU, UN, foundations)
- All funds are exclusively used for mission-related public benefit activities.

11. PUBLICATION OBLIGATION

The foundation published the following information on its website:

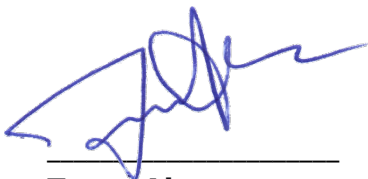
<u>Requirement</u>	<u>Status</u>
Name of foundation	Published
RSIN / Tax number	Published
Contact details	Published
Objective	Published
Main lines of policy plan	Published
Board names and positions	Published
Remuneration policy	Published
Code of Conduct & Anti-Harassment Policy	Published
Conflict of Interest Policy	Published

12. DISSOLUTION

In the event of dissolution of Stichting Development Inter-Cooperation International, any remaining positive balance (liquidation surplus) shall be transferred in its entirety to another public benefit organization (ANBI) with a similar objective. Alternatively, the surplus may be transferred to a foreign institution that exclusively or almost exclusively serves the public good and pursues a similar purpose to that of our foundation.

13. ADOPTION

This policy plan was adopted by the board of Stichting Development Inter-Cooperation International on **19 November 2025**.



Tareq Alam
Chairman



Hassan Aykac
Treasurer



Amir Gul Shenwar
Secretary

