

## **The remuneration policy**

### **Policy concerning payment to board and other members in the ICASA Foundation**

#### ICASA Board

The ICASA board members do the work for the ICASA foundations without payments or fees. Whenever the ICASA Foundation has enough resources, the board will be reimbursed for their travel and hotel costs, related to ICASA Foundation activities.

#### ICASA Office

For maintenance of the ICASA Foundation network, organizing meetings, maintenance of the ICASA Foundation website, Public Relations, setting up new research etc., the ICASA Foundation has a formal sponsor agreement between ICASA and RadboudUMC/Nijmegen Institute for Scientist-Practitioners in Addiction (NISPA). Via this agreement the activities and responsibilities of the ICASA director and coordinator are registered. The ICASA director and coordinator together form the ICASA office. The ICASA office is located at the office of the NISPA. The ICASA director works for the ICASA foundations without payments, whereas the ICASA coordinator receives direct payment for this role.

#### Funding

The research projects that are undertaken via the ICASA Foundation are listed on the ICASA Foundation website. On the website page 'Funding', and via the scientific papers we produce, we report on the funding for the research projects. Thus, it is always transparent where funding resources come from, and whether or not there are any conflicts of interests.