



Esther Musavi - who works for better access to water, safe toilettes and showers for women and girls - Kibera, Kenya

## Report of the supervisory board

The accountability and responsibilities of Simavi's supervisory board are described in the organisation's Declaration of Accountability (see <https://simavi.nl/en/governance>).

### About the supervisory board

- Throughout the year the supervisory board and the management team operated entirely according to the declaration's rules and intent.
- The supervisory board is the managing director's employer and supervisor and acts as her adviser. The board itself has no managerial or operational responsibilities.
- The supervisory board members are recruited according to pre-agreed profiles to ensure the board's composition encompasses diverse areas of expertise. Vacancies are publicly advertised.
- The supervisory board appoints new board members. The supervisory board may involve the managing director in the assessment and selection procedure.

### Composition

Simavi's supervisory board is composed as follows:

Supervisory board members	Area of expertise	Current position	Other ancillary positions
<b>Michiel de Wilde</b> chair, remuneration committee, strategy committee	Strategy and organisation, international development, corporate social responsibility, donor relationships	Director Eyes on the Prize BV – a consultancy in the area of CSO strategy and impact management	Chairman of the board of Vrijzinnig-Christelijk Lyceum (The Hague)
<b>Joyce Browne</b> vice-chair	Global health, maternal health, epidemiology	Assistant Professor, UMC Utrecht	Founder/Organiser of Dutch Global Health Film Festival, Advisory Board member 'Expertise Centrum Kinderen en Adolescenten Nieuw in Nederland', Chair board 'Kenniscconnectors global health' (April 2022 onwards)
<b>Vera Arnoldus</b> (from March 2021) audit committee	Legal, governance	Corporate Secretary, Atalmedial	-
<b>Willem van de Put</b>	International health development	Senior Research Fellow at the Institute of Tropical Medicine Antwerp	Senior Research Fellow at the Institute of International Humanitarian Affairs, Fordham University (New York); Co-founder/Director of Culture4Change Member 'Migratieberaad', informal group in search for improved migration policies in NL; member Utrecht Africare, 4 healthcare institutions and 2 training courses building sustainable collaboration for circular migration of human resources for health as 'brain gain'. Coordinator Mental Health Working Group at Because-Health, Belgium
<b>Hans Valkenburg</b> audit committee	Planning & Control, Theory of Change, international development, poverty alleviation, journalism	Self-employed consultant on finance, strategy and planning	Non-executive member of the board of Tear; Member of the supervisory board of Holland Zorggroep
<b>Jeroen Wels</b> remuneration committee, strategy committee	Human Resources Management	Executive Vice-President Human Resources, Unilever	-



## Rotation and election procedure

Supervisory board members are appointed for a maximum of two four-year terms. The board's rotation schedule is as follows:

Supervisory board members	Appointed	End of first term	End of second term
Michiel de Wilde	2014 (November)	2018	2022
Jeroen Wels	2014 (November)	2018	2022
Willem van de Put	2018 (December)	2022	2026
Hans Valkenburg	2019 (September)	2023	2027
Joyce Browne	2020 (January)	2024	2028
Vera Arnoldus	2021 (March)	2025	2029

## Recent changes

Vera Arnoldus was appointed to the board and the audit committee in March 2021, succeeding Mirjam Bakker who stepped down in September 2020.

## Compensation

The remuneration policy for the supervisory board remains unchanged. Members of the supervisory board do not receive any form of compensation. Actual expenses incurred may be reimbursed.

## Supervisory board meetings in 2021

The board convened six times in 2021. The standard agenda items for supervisory board meetings throughout the year are:

- the annual plan and budget,
- the annual report,
- programme implementation and societal impact,
- strategic partnerships and alliances,
- formal audits, evaluations and risk assessments,
- risk management and fraud prevention,
- review of the governance structure,
- development of the organisation, its capabilities and the strength of its leadership,
- employee engagement.

In addition to the standard agenda items, the board also discussed and reviewed the following items this year:

- the ongoing impact of and response to Covid-19,
- the new Simavi 3.0 strategy, including a new Theory of Change,
- the required response to the Shift the Power movement,
- the diversity and inclusivity policy,
- impactful programmes to be funded from our own reserves,
- the fundraising strategy and financial investment for these plans,
- succession of the managing director.

## 2021 in review

The past year was again a challenging year for Simavi. With the COVID-19 pandemic still going on, the organisation adapted once more to new situations. Throughout the year the pandemic was a recurring subject during the supervisory board meetings, with a focus on the health and well-being of Simavi employees and partners, the operational side of the Simavi programmes and the possible longer-term funding consequences. The supervisory board members emphasized the need to offer employees support when working from home and to stimulate a sense of togetherness within the organisation in creative ways.

The Simavi organisation and its partners have proven to be very resilient. The team kept Simavi's programmes running

as well as possible and met the challenge of developing the new tools and working methods needed to hit the ground running in 2022 with considerable zeal.

Prompted by global challenges in a vastly changing world, in 2021 Simavi initiated a strategic review process to reconsider and redefine its key added value in international development cooperation. The outcome is a renewed strategic plan for 2022-2025 which focuses on its core expertise area: women and girls' human rights to water and sanitation. In summary, the strategic plan outlines three crucial elements Simavi will focus on going forward. First, Simavi acknowledges the powerful role of women and girls as key drivers of change and will actively ensure they can take up this role. Women and girls need to participate actively, freely and meaningfully, be equally included in decision-making, and be heard and respected at all levels of WASH governance. Second, the impact of climate change causes further marginalisation of girls and women. Simavi believes access for women and girls to sustainable water and sanitation services should be at the heart of the struggle for climate justice. And lastly, within the international development sector there is a growing global movement to Shift the Power. It is a call to redistribute power and resources to the people who are deprived of their human rights. Simavi will further invest in local leadership and support local initiatives and local actors. The focus of Simavi's programmes will be even more on supporting context-driven community engagement through partners who work with grassroots women and girl-led initiatives. This approach is key to authentic and lasting social change and transformation.

Simavi has also closely reviewed its Theory of Change and, with input from the supervisory board and many other stakeholders, has outlined the way forward for the next few years. Simavi's work will be informed by three guiding principles: social justice, feminist leadership and climate justice. These principles are both a means and a goal. They represent the values and approaches that guide Simavi's work while it is also necessary to embed these principles deeper into society and decision-making. Simavi will focus on low resource countries and regions in Africa and Asia where the human rights to water and sanitation for women and girls are most at risk. Two mutually reinforcing intervention strategies will be implemented: influencing and collaborating. These strategies fit Simavi's role, position and expertise in the international development sector and help to create an enabling environment in which crucial voices, opinions and demands are heard.

The supervisory board is confident that Simavi is ready for the next level, with the refined strategy and Theory of Change in place and the strong determination to Shift the Power to local ownership in the coming years.

## Evaluation of the managing director

In December 2021 Simavi's managing director Ariette Brouwer announced her departure from Simavi after nine years. The supervisory board wishes to express their appreciation to Ariette for her leadership and hard work over these years. Especially during the last two years Ariette has shown strong resolve and an unwavering commitment during the challenging circumstances of the COVID-19 pandemic. It has been a great pleasure working with Ariette and the board wishes her much success in her future endeavours. In the mean time the supervisory board has selected and appointed her successor, Mrs. Dieneke van der Wijk. Her appointment takes effect on June 15, 2022.

## Audit committee

The audit committee convened four times in 2021. Meetings took place about two weeks before the regular supervisory board meetings. Simavi's managing director and director of finance and operations also attended. Topics included the annual budget and forecasts, the internal financial reports and annual accounts, the auditor's report and the governance structure. The external auditor also participated in the discussions of the annual accounts and the auditor's report.

## Self-evaluation of the supervisory board

In line with Simavi's governance code, the supervisory board annually evaluates its performance. In 2021 it was decided to combine the evaluation with a session on team dynamics including a DISC personality test. In the end it was decided to focus this evaluation solely on the team dynamics and the DISC personality tests. The overall self-evaluation is therefore rescheduled for 2022.

## Recognition

In 2021 Simavi and its partners operated under difficult circumstances due to the ongoing COVID-19 pandemic. The supervisory board greatly appreciates the commitment and perseverance shown by Simavi's volunteers, employees and management team throughout the year. The supervisory board especially thanks Simavi's in-country partners for their cooperation and impactful work on the ground, and expresses its appreciation for the strong relations with the organisation's Dutch and international stakeholders.

Looking forward to 2022 and beyond, the supervisory board has confidence that the Simavi team will find new and effective ways to achieve our common purpose: powerful women, healthy societies.