Board Nomination Policy
Approved by the Board of Trustees 14th of December 2020

1. Number and Composition of Trustees

1.1. There will be five board members from each block. Block 1 are public buyers that are affiliates to Electronics Watch; Block 2 are experts in human rights, labour rights, occupational health & safety and global supply chains; Block 3: representatives of civil society organisations from the regions of electronics production. Fifteen will be the maximum number of board members.

1.2. Organisations represented on Block 1, 2 or 3 of the Informal Advisory Group are eligible to vote. Each organisation gets one vote, except that consortia in Block 1 get a maximum of five votes. Block 2 includes individuals who do not represent an organisation. Each Block 2 member gets one vote.

1.3. At least 50% of representatives of Block 3 should be from Asia (in case of 5 representatives this means 3 out of 5). In case more than 50% of top vote getters for Block 3 are from locations outside Asia, the nominations committee should eliminate the lowest vote getter(s) from a non-Asian country and select instead the highest vote getter(s) from Asia.

1.4. At least one of the representatives of Block 3 should represent a high-risk mining region.   Electronics Watch will seek to meet this criterium through recruitment of qualified representatives.

1.5. The Board as a whole and each block should have geographic diversity. No more than 50% of representatives of any block should be from a single country (in case of 5 representatives, no more than 2 out of 5). In case more than 50% of the top qualified vote getters for a block come from the same country, the nominations committee should eliminate the lowest vote getter(s) from that country and select instead the highest vote getter(s) from another country to ensure geographic diversity.

1.6. The Board as a whole and each block represented on the Board should have gender parity. At least 50% of representatives of each block and the board as a whole should be women. In case more than 50% of the top vote getters for a block or the Board as a whole are men, the nominations committee should eliminate the lowest male vote getter(s) and select instead the highest female vote getter(s) to ensure gender parity. The Board will also strive to have representation of people who identify as non-binary people.

www.electronicswatch.org

1.7. In case there is a tie between vote getters, the nomination committee will seek to break the tie in favour of a qualified nominee who increases geographic and gender diversity on the board, or who ensures representation of a new sector—such as mining—or adequate representation from Asia in Block 3.

1.8. Electronics Watch will seek to recruit enough qualified nominees to ensure there are always enough nominees to meet the orgsanisation's diversity objectives, including ethnic, racial, gender, and geographic diversity.

2. Nominations Procedure

2.1. Nominations must include a motivational statement of up to 500 words. The statement should include the nominee's relevant experience, explain what they can contribute to the organisation, and why they are qualified to serve. Nominations should not include additional information, such as CVs or links to online profiles. No additional information will be provided to the members of the advisory groups who cast the votes. If a motivational statement does not adequately explain a nominee's experience, the nomination committee may request clarification. If no clarification is submitted, the nominations committee may reject the nomination.

2.2. There should only be one nomination for one person. If there is more than one nomination submitted for a person, the nominee must choose only one of them.

2.3. Nominees can nominate and vote for themselves.

2.4. Voting will take place through an online voting platform to guarantee anonymity of voters.

2.5. The nominations schedule is:

Second Monday of March: call for nominations to each advisory group.
Second Monday of April: nominations are due.
First Monday in May: last day to cast votes for nominees.
June: first board meeting for new board members.

3. Qualification Criteria

3.1. All trustees must:
- Be committed to the mission and purpose of Electronics Watch.
- Be able to attend meetings and fulfil other responsibilities of trustees.
- Declare any confict of interest that may influence decision making as a trustee.

3.2. Trustees who represent Block 1 must represent an affiliate to Electronics Watch and should:
- Take an interest in inviting other public sector institutions to affiliate.

- Be familiar with the potentials and limitations of socially responsible public procurement in at least one jurisdiction.

3.3. Trustees who represent Block 2 should:
- Have particular expertise in a field relating to public procurement, human rights, and global supply chains, and be interested in applying their knowledge to the development of Electronics Watch.

3.4. Trustees who represent Block 3 should:
- Be associated with an organisation that represents or advocates for workers in the electronics industy supply chain, understand the potentials and limitations of worker-driven monitoring, and be interested in applying their knowledge to the development of Electronics Watch.

4. Eligibility Restrictions

Electronics Watch monitoring partners are eligible to serve on the Board of Trustees if the value of their monitoring contracts do not exceed 10% of the Electronics Watch monitoring budget, or 30% of the monitoring partner's income. After being elected to the Board monitoring partners cannot receive a contract that would exceed these limits on its own or in addition to already existent contracts. Other contractors cannot serve on the board if the value of their contract exceeds 30% of their income.

5. Roster of Rotations (adopted by Board of Trustees 18th of June 2018)

5.1. There are annual elections to the Board with staggered terms, ensuring that the maximum turnover is 33% at any election as evenly divided as possible among the three blocks of the board.

5.2. Board members serve for three years and can serve a maximum of three consecutive terms.

6. Terms of Officers

6.1. The Board elects a chairperson, a secretary and a treasurer from its midst. One person may hold not more than two offices. The offices of chair and treasurer cannot be held by one person at the same time. The Board may appoint additional officers.

6.2. Each officer is elected for a two-year term.

6.3. An officer cannot service more than three consecutive terms in the same position.

6.4. Officer elections should take place about six months after Board elections.

7. Nominations Committee

7.1. The Nominations Committee monitors adherence to the Nominations Policy and oversees annual elections.

7.2. The Committee must include at least one representative from each Block, including at least two members of the Board of Trustees.

7.3. Members of the Board of Trustees who are also nominees for an additional term cannot serve on the Committee.

7.4. One member of staff supports the operation of the Committee.