

Title	<b>Policy on Pay Scale Equity</b>		
Effective date	July 2019	Last revision	July 2019
Organisation	Song Saa Foundation		
Authorised by	Melita Hunter, Executive Director		

### Purpose

The Song Saa Foundation is committed to pay scale equity across all job levels and pay-scale gradients for employees. Pay scale equity addresses salary, wage, and benefits discrepancies within the organization. The goal of this pay scale equity program is to attract and retain creative individuals by paying them a livable wage, and to place value in what individuals do at every level of the organization.

### Policy statement

In accordance with our Non-Discrimination Policy, the Song Saa Foundation applies its pay scale equity program equally to all employees without regard to race, color, religion, gender, sexual orientation, national or ethnic origin, age, genetic information, disability, veteran status, or any other legally-protected characteristics.

The Song Saa Foundation recognises that there are real and merited differences in employee compensation scales within the organization's pay scale equity program, but puts a realistic and equitable maximum limit on the difference in this compensation at 1:8. In this ratio '1 (one)' represents the compensation of the lowest compensated full-time employee and '8 (eight)' represents the compensation of the highest compensated employee.