



Russell Jones & Walker  
Solicitors

The Editor  
Civil Society Media Limited  
15 Prescott Place  
London SW4 6BS

50-52 Chancery Lane London WC2A 1HL  
Tel 020 7657 1555 Fax 020 7657 1546  
DX 202 London Chancery Lane  
Direct Tel 020 7657 1513  
Email a.dutt@rjw.co.uk

**By Email Only**

Our Ref: AXD HXM 609204.2  
Your Ref:

21 March 2011

Dear Sir/Madam,

**Our client : Irene Khan**

We are instructed by Irene Khan in connection with the article on 1 March 2011 regarding the severance package paid by Amnesty International to our client in 2009/2010 and repetition of that same information in another article on 15 March.

On behalf of our client, we comment for the record as follows:-

It was not accurate of Amnesty International to record in its 2009/2010 corporate accounts that the amount of £532, 000 was paid to our client as remuneration for that year alone. That sum included income earned by our client for several previous years and payment for several different purposes.

The sum paid by Amnesty International to Irene Khan in 2009/2010 included:

- a) her salary and contractual benefits until 31 December 2009;
- b) outstanding back pay and the shortfall arising in her contractual benefits from previous years (in some part going back to 2005);
- c) relocation costs for her return abroad from where she had been recruited;
- d) compensation as well as severance payment (£115,000 gross) in respect of a legal claim and grievances that our client had asserted against Amnesty International Limited pursuant to her UK employment rights.

AI Ltd's salary scale for all staff including that of our client was assessed by an Independent agency and benchmarked against similar International NGOs. Our client's salary was set by the International Executive of Amnesty International according to that pay scale.

In the statement issued by AI Ltd, which was quoted in your magazine on 1 March 2011, Mr. Peter Pack, the Chair of AI Ltd. addresses Irene Khan in the following terms:



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We are content for our letter to be printed in your magazine and published on your website and linked to the previous articles.

Should you require any further information, please contact Arpita Dutt, Partner, on 0207 657 1513 or on [a.dutt@rjw.co.uk](mailto:a.dutt@rjw.co.uk)

Yours faithfully,

*Russell Jones & Walker*

**Russell Jones & Walker**

