



SPANDA
FOUNDATION

Empowering Transformation

*Culture, Education, Health & Environment, Microfinance and Research
for a Sustainable Advancement of Peace, Knowledge and Understanding*

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SPANDA FOUNDATION VOLUNTEER AGREEMENT

We thank you for having decided to volunteer your services to the Spanda Foundation (**Spanda**) and we kindly ask you to affirm your acceptance of the terms of this Volunteer Agreement, stated below, with your signature.

1. I agree that my participation in any studies and research as well as in any activities, seminars and workshops in the fields set out in the attached Spanda Volunteer Form – which I have read and signed of my own free will and without pressure or coercion and which is part of this Volunteer Agreement – are not in exchange for any consideration (eg: pay, benefits, promise of future employment). I confirm that, in exchange for my services as a Spanda volunteer, I have neither been promised any consideration nor do I expect to receive any consideration.

2. I understand that my role as a Spanda volunteer consists in carrying on studies and research, as well as activities, including workshops, seminars, conferences in the fields stated in the attached Spanda Volunteer Form.

3. I understand that under no circumstances, this Volunteer Agreement, is construed as an agreement of employment, but it is understood as the completion of the educational career, whether it is aimed to achieve educational, vocational or guidance objectives, or to facilitate the entry into the job market and the selection of the professional career.

4. I agree that as a Spanda volunteer I will not be an employee of Spanda.

5. I understand and agree that

i) my role as a volunteer starts on and ends on

ii) Spanda has the right to end my volunteer relationship anytime, for any reasons and without prior notice; and that

iii) I have the right to end my volunteer relationship upon 15 (fifteen) calendar days' notice if any of the following events occurs:

a) serious health problems;

b) officially documented need to leave the Netherlands;

c) material adverse change (eg: a material adverse change in my financial condition or on my ability to conduct my studies and research or perform the obligations related to the activities, seminars and workshops in the fields set out in the attached Spanda Volunteer Form).

6. I understand that as a Spanda volunteer, I will not be entitled to any employee benefits. In this respect, I understand that Spanda will not provide me with any accident or medical insurance and is therefore not responsible for any accident or medical expenses that I may incur in the course of my volunteering.

[] Further I confirm that I have health and/or accident insurance that will cover any personal injury that I may sustain while providing volunteer services and/or using Spanda facilities and equipment, regardless of cause, and I agree to provide documentation of such insurance upon request.



7. I agree that I will comply with any and all the rules and regulations applicable to my presence in the premises of Spanda, including the existing provisions concerning industrial hygiene, safety and health in the work environment.

8. I agree that I will follow the directions and guidance of my supervisor/tutor and to make reference to him for any request or need. I agree to follow any schedule set out in connection with my volunteer assignment.

9. I agree to maintain the required confidentiality with respect to any data or pieces of information related to Spanda and to any Spanda proprietary material, including any type of paper or electronic work published by Spanda (eg: journals, newsletters, research studies and reports) as acquired during my volunteering relationship.

I agree that all results related to my volunteering services will remain property of Spanda, without prejudice to the right of authorship in the cases where the outcome of the studies and research is/are innovative and to copyrights, even when the publishing includes results of my studies, research and activities at Spanda.

10. In exchange for the opportunity to be a Spanda volunteer, I release and hold harmless Spanda Foundation and all of its officers and trustees from any and all liability, damages, or claims of any nature that arise out of or related to my volunteer activities. I also acknowledge that there is a risk of injury from volunteering and using the facilities and equipment of Spanda, including the potential of serious injury, and I voluntarily assume the risk of any injuries, regardless of severity, which I may incur due to negligence or accidental occurrences while I am volunteering.

11. I agree that this Volunteer Agreement along with the attached Spanda Volunteer Form sets out the entire agreement between me and Spanda regarding my service as a Spanda volunteer and supersedes any written or oral understanding, promise or agreement that it is not referred to and incorporated in this Volunteer Agreement. I agree that this Volunteer Agreement shall be governed by Dutch Law and may be changed only in by a written document signed by me and an authorised Spanda official.

12. I am aware of the terms and conditions of this Volunteer Agreement and I am signing this Volunteer Agreement of my own free will and without pressure or coercion.

Volunteer's Signature

Date

Volunteer's Printed Name

Address

Phone number

Supervisor/Tutor's Signature

Date.....

Supervisor/Tutor's Printed Name