

Volunteers.ae Platform

Company and Volunteer Group - Release and Undertaking

This release and undertaking (the “**Release and Undertaking**”) is executed on the day of registration by the Company and Volunteer Group, collectively referred to as ‘Company’. By executing this Release and Undertaking, Company expressly acknowledges and confirms its understanding and acceptance of the following:

1. **Relationship with Volunteers registered in Volunteers.ae :** Company hereby agrees that the scope of its relationship with **Volunteers** is limited to that of volunteering, and that:
 - a. Volunteer shall not be entitled to any compensation from the Company in exchange for services rendered in connection with Volunteer’s participation in any of Company volunteering opportunities in exchange, except as otherwise determined by the Volunteers.ae Platform and Emirates Foundation absolute discretion;
 - b. Volunteer’s participation in any Company volunteering opportunities shall not be construed or have effect as constituting any relationship of employer and employee between the Company and the Volunteer;
 - c. Volunteer shall not be entitled to participate in any of Company employee benefit or welfare plans, including any medical plan, disability plan, life insurance plan, pension plan, savings plan or any other plan sponsored by the Company, nor will volunteer receive any benefits under any such plans;
 - d. All volunteers selected to be deployed in any Company event shall only be permitted subject to the event organizers selection and deployment criteria and that no exemptions to this effect shall be made;
 - e. Volunteer Organizations and Volunteer Groups shall have the right to terminate Volunteer’s participation in volunteering opportunities at any time without notice, for any reason and for no reason at all.
2. **Waiver and Release:** Company hereby releases, discharges and holds harmless the Volunteers.ae Platform and Emirates Foundation, their staff, managers and representatives, from any and all liability, claims, and demands of whatever kind or nature (including but not limited to in relation to any bodily injury, illness, death or property damage) which have arisen or may arise from Company Volunteer’s participation in volunteering opportunities.
3. **Medical Treatment:** Company hereby releases and discharges the Volunteers.ae Platform and the Emirates Foundation from any claim whatsoever which has arisen or may arise in relation to any first-aid treatment or other medical services rendered in connection with an emergency during its tenure as a volunteering entity with or participant in any volunteering opportunity. Company must inform relevant Volunteers.ae Platform and Emirates Foundation staff in advance, or immediately upon becoming aware, of any medical or other conditions that may be relevant during its performance of any work, activities and services, and must at all times take responsibility for its own health and safety.
4. **Insurance:** Company understands, accepts and agrees that Volunteers.ae Platform and Emirates Foundation will not provide any individual insurance cover to Volunteer, and that volunteering with and participating in any Company volunteering opportunity will be at Company’s own risk.
5. **Photographic Release:** Company grants and conveys to Volunteers.ae Platform and Emirates Foundation and any of its licensees, designees and assigns, for good and valuable consideration the receipt of which is hereby acknowledged, the irrevocable, unrestricted, unconditional and perpetual right, title and interest in any and all photographs, images, video or audio recordings of its in connection with its participation in any

volunteering opportunity. The rights granted hereunder include the right to record, publish, reproduce, use, print, distribute, edit, broadcast and otherwise exploit the use of such photographs, images, video or audio recordings, in any manner whatsoever and in any media whether now known or hereinafter devised.

6. **Courteous Behavior:** Company understands that it must, at all times, (i) exhibit courteous and positive behavior towards fellow volunteers and participants and others during its participation in any volunteering opportunity (including but not limited to any training, volunteering and other activities) and must show others due respect, including in relation to cultural, social and religious matters, and (ii) show Volunteers.ae Platform and Emirates Foundation officials due respect, in each case ensuring that it portrays the Volunteers.ae Platform and Emirates Foundation to others in a positive and professional manner.
7. **Following Safety Directions & Risk Management:** Company undertakes and agrees to follow safety instructions given by trainers, Volunteers.ae Platform and Emirates Foundation staff or volunteering opportunity representatives (including volunteer leaders) during activities, exercises and events, and to at all times follow the Volunteers.ae Platform and Emirates Foundation safety and response protocols in place from time to time.

The Company will ensure a safe and secure working environment for volunteers that will safeguard their health and well-being.

The Company must identify any potential hazards and risks associated with the activity, their control measures and the responsible safety risk management contact persons.

The Company will conduct a site review and Risk Assessment for each activity, in line with Volunteers.ae Platform Risk management procedure, and determine any needed requirements. If the company does not have its own internal safety verification or risk assessment procedures / template, the Company agrees to incorporate the volunteers.ae RA format
8. **Contact Information on event registration:** Company accepts and agrees that it will provide its volunteers complete and accurate contact information to Volunteers.ae Platform and Emirates Foundation based on their selection of specific Volunteer Groups for the purpose of coordinating volunteering opportunity training and events that they have announced on the Volunteers.ae Platform website.
9. **Returning Volunteer Organizations and Volunteer Groups Materials:** Immediately following receipt of a request to do so from Volunteers.ae Platform and Emirates Foundation or any of its designees and assigns, Company undertakes and agrees to return any and all materials, clothing, equipment, documents and other Volunteers.ae Platform and Emirates Foundation objects to them. Company further undertakes and agrees not to use any of the Volunteers.ae Platform and Emirates Foundation branded materials (such as vests, ID cards, caps or otherwise) in any official or public capacity other as allowed by the Volunteers.ae Platform and Emirates Foundation policy or as authorized and agreed by their staff.
10. **Media Interaction:** Company undertakes and agrees not to interact with media or external PR functions on matters related to Volunteers.ae Platform and Emirates Foundation, except in accordance with the Volunteers.ae Platform and Emirates Foundation express policy, or subject to the written instructions of the Volunteers.ae Platform and Emirates Foundation staff.
11. **Entire Understanding:** This Release and Undertaking contains the entire understanding in connection with subject matter hereof and supersedes and replaces all prior negotiations, proposed agreements, and agreements, written and oral, relating thereto, and cannot be changed or terminated except with Volunteers.ae Platform and Emirates Foundation prior written agreement.
12. **Survivability and Assignability:** Company acknowledges that the rights granted herein shall inure to the benefit of Volunteers.ae Platform and Emirates Foundation successors, licensees, and assigns, and such

rights are freely assignable by Volunteers.ae Platform and Emirates Foundation. Any waiver of any term of this Release and Undertaking in a particular instance shall not be a waiver of such term for the future. The invalidity or unenforceability of any term of this Release and Undertaking shall in no way affect the validity or enforceability of any of the remainder of this Release and Undertaking.

13. **Governing Law and Dispute Resolution:** This Release and Undertaking shall be governed by the Federal laws of the United Arab Emirates. Any dispute shall be referred to the exclusive jurisdiction of the deferral courts of the United Arab Emirates.