

Emirates Foundation

Volunteer / Participant- Release and Undertaking

This release and undertaking (the “**Release and Undertaking**”) is executed on the date the relevant volunteer (“**Volunteer**”) / participant (“**Participant**”) has completed his / her registration with Emirates Foundation Program(s) (“**Emirates Foundation**”), as determined by Emirates Foundation in their absolute discretion. In consideration of Volunteer / Participant being approved to participate in Emirates Foundation Program(s) as Volunteer / Participant, Volunteer / Participant hereby acknowledges, consents, waives and agrees to the following:

1. **Relationship with Emirates Foundation and its Programs:** Volunteer / Participant hereby agrees that the scope of his / her relationship with each Program is limited to that of volunteer, and that:
 - a. Volunteer / Participant shall not be entitled to any compensation from Emirates Foundation or its Programs in exchange for services rendered in connection with Volunteer / Participant’s participation in any volunteering or other opportunities, except as otherwise determined by Emirates Foundation’s absolute discretion;
 - b. Volunteer / Participant’s participation in any volunteering opportunities or other activities shall not be construed or have effect as constituting any relationship of employer and employee between Emirates Foundation and Volunteer / Participant;
 - c. Volunteer / Participant shall not be entitled to participate in any of Emirates Foundation’s employee benefit or welfare plans, including any medical plan, disability plan, life insurance plan, pension plan, savings plan or any other plan sponsored by Emirates Foundation, nor will Volunteer / Participant receive any benefits under any such plans; and
 - d. Emirates Foundation shall have the right to terminate Volunteer/ Participant’s participation in volunteering opportunities or other activities at any time without notice, for any reason and for no reason at all.

2. **Waiver and Release:** Volunteer / Participant hereby releases, discharges and holds harmless, Emirates Foundation, its 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 Volunteer / Participant’s participation in an Emirates Foundation’s volunteering opportunities / activities.

3. **Physical Fitness:** Volunteer / Participant hereby acknowledges and confirms that he / she is physically fit to participate in an Emirates Foundation’s volunteering opportunity / activity and to carry out all voluntary or other work, activities and services in relation thereto. Volunteer / Participant further acknowledges and confirms that he / she is free from any chronic or other disease that may be hazardous to him / her during the performance of such work, activities and services, or that may prevent him / her from carrying out such work, activities and services. If required, Volunteer / Participant undertakes to provide Emirates Foundation, within 7 days of such request, with a medical report confirming his / her fitness to carry out such work, activities and services.

4. **Medical Treatment:** Volunteer / Participant hereby releases and discharges Emirates Foundation, its staff, managers and representatives, 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 his / her tenure as a volunteer with or participant in any volunteering opportunity / activity. Volunteer / Participant must inform relevant Emirates Foundation’s staff in advance, or immediately upon becoming aware, of any medical or other conditions that may be relevant during his / her performance of any work, activities and services, and must at all times take responsibility for his / her own health and safety.

5. **Insurance:** Volunteer / Participant understands, accepts and agrees that Emirates Foundation and will not provide any individual insurance cover to Volunteer / Participant, and that volunteering with and participating in any volunteering opportunity / activity will be at Volunteer / Participant's own risk.
6. **Photographic Release:** Volunteer / Participant grants and conveys to 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 him / her in connection with Volunteer / Participant's participation in any volunteering opportunity / activity. 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.
7. **Courteous Behavior:** Volunteer / Participant must, at all times, (i) exhibit courteous and positive behavior towards fellow volunteers and participants and others during his / her participation in any volunteering opportunity (including but not limited to any training and other activities) and must show others due respect, including in relation to cultural, social and religious matters, (ii) show Emirates Foundation's officials due respect, and (iii) ensure that he / she portrays Emirates Foundation to others in a positive and professional manner.
8. **Following Safety Directions:** Volunteer / Participant undertakes and agrees to follow any safety instructions given Emirates Foundation's staff, trainers or volunteering opportunity / activity representatives (including volunteer leaders) during activities, exercises and events, and to at all times follow Emirates Foundation's safety and response protocols in place from time to time.
9. **Contact Information:** Volunteer / Participant undertakes and agrees to provide his / her complete and accurate contact information to Emirates Foundation's staff for the purpose of coordinating volunteering opportunities, training and other activities that are announced on Emirates Foundation website.
10. **Returning Organization Materials:** Immediately following receipt of a request to do so from Emirates Foundation, or any of its designees and assigns, Volunteer / Participant undertakes and agrees to return any and all of their materials, clothing, equipment, documents and other objects. Volunteer / Participant further undertakes and agrees not to use any of Emirates Foundation's branded materials (such as vests, ID cards, caps or otherwise) in any official or public capacity other than as allowed by Emirates Foundation's policy (as the case may be) or as authorized and agreed by their staff.
11. **Media Interaction:** Volunteer / Participant undertakes and agrees not to interact with media or external PR functions on matters related to Emirates Foundation, the volunteering opportunity or any other activity, except in accordance with Emirates Foundation's express policy (as the case may be), or subject to the written instructions of Emirates Foundation's staff (as the case may be).
12. **EHS Policy Adherence:** Volunteer/Participant confirms that s/he has read the Emirates Foundation EHS Policy and will adhere to its listed guidelines
13. **For Sanid Participants: Emergency Responding:** If Volunteer is called by Sanid to respond to an emergency, s/he will undertake to do so if able and available at the moment of the emergency response call, as long as circumstances allow;
Volunteer understands that s/he may not respond as Sanid's volunteer unless directly authorized and requested by the Sanid National Office, either directly or through the Sanid's command structure, or commit to following this policy. Volunteer understands that he/she may use the Sanid's training in

medical or other emergencies in civilian life, but in so doing, will only respond as an individual, not as a Sanid official responder.

14. **Entire Understanding:** This Release and Undertaking contains the entire understanding in connection with the 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 Emirates Foundation's prior written agreement.
15. **Survivability and Assignability:** Volunteer / Participant acknowledges that the rights granted herein shall inure to the benefit of Emirates Foundation's successors, licensees and assigns, and such rights are freely assignable by 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.
16. **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 federal courts of the United Arab Emirates.



EMIRATES FOUNDATION
مؤسسة الإمارات
FOR YOUTH DEVELOPMENT تنمية الشباب

Emirates Foundation for Youth Development – Environment, Health & Safety Policy

The Emirates Foundation for Youth Development (EF) is an independent UAE organisation that uses venture philanthropy to help young people in the country reach their full potential.

Based on the requirements of Decree No. (42) Of 2009 concerning Abu Dhabi Environment, Health & Safety Management System (AD EHSMS) and the AD EHSMS Policy, the EF commits to the development, implementation, monitoring and maintaining of an integrated EHSMS to ensure prevention of injury and illness to employees, contractors, volunteers, visitors and the community at large as well as minimising environmental pollution.

In doing so the EF commits to:

- Complying with all applicable local and federal EHS laws and regulations as well as relevant requirements to which EF subscribes
- Establishing, monitoring and reviewing EHS targets and objectives
- Providing appropriate resources, training, equipment and control measures to ensure a safe and secure working environment that will reduce ill-health and injuries as well as minimise environmental pollution
- Seeking to develop, implement, maintain and continually improve procedures that safeguard the health and well-being of our staff and volunteers
- Undertake management reviews of the EF EHSMS at regular intervals to ensure its continual improvement

The EF undertakes to communicate this Policy to its employees, volunteers, contractors and visitors to ensure commitment and accountability.

The EF shall review this policy with the EHS Committee on a periodic basis.

Approved by  (signature)