

## Volunteer Terms of Engagement

I hereby apply to be considered as a Volunteer in the WRC Safari Rally (herein referred to as Organisation) event slated for June 2021. I am willing to donate my time and services to the Organization subject to the Organization's willingness to accept my time and service as a Volunteer.

I understand and accept that as a Volunteer, I am expected to provide the following services as well as take account of other needs the organization may have:

- To inform, control and direct the public at all time during the running of the Special Stage.
- To ensure that events can run safely and unimpeded by any obstruction on the Special Stage and that competitors and Officials can participate in the safest possible environment.
- To use appropriate flags to communicate track conditions and race regulations to vehicles on the track. This service is only specific to the Volunteer deployed as a Flag Marshal.
- To attend the pre-event, event and post-event meetings, briefings, debriefings and training in relation to the Event.

I understand and accept that

- The services I shall provide as a Volunteer will be a donation and under no circumstances will I expect wages, salary, or benefits including disability, pay, workman's compensation, or severance pay from the Organization for the services provided.
- I am under no terms considered an employee of the Organization and that I provide my time and services at my free will.

I understand and accept that as a Volunteer,

- I shall administratively report to the Chief Marshal of the event on each day that my services are provided.
- On the day(s) of the event, I shall work under the instruction and guidance of the Special Stage Commander to which I shall have been deployed.
- The Clerk of Course has overall and overriding authority over the Special Stage Commander and the Chief Marshal in the running of the Special Stages.

I understand and accept

- To indemnify and hold the Organization harmless against any damages related to the Volunteer's activity.
- That the Organization shall hold me (the Volunteer) harmless against any damages related to the Volunteer's service.

I understand and accept that

- All legal proceedings that may arise from my time and services as a Volunteer shall remain in the jurisdiction of Kenya.
- In the instance of legal proceedings, I will cooperate with the Organization as well as the Organization's agents.
- To provide written notification to the Organization in the event that an incident takes place while providing my time and services.

I understand and accept

- That it is prohibited to use substances that affect human behaviour and judgment and that may impair one's ability to work.
- That being under the influence of Alcohol, the misuse of legal drugs, use of illegal drugs or the presence of a detectable amount of an illegal drug is prohibited at all times.
- To be subjected to random Tests (Breath Alcohol Tests, Tests for misuse of legal drugs and/or Tests for use of illegal drugs).
- That testing can occur at any time while on duty of the event and may occur without prior notice to the Volunteer.
- That a confirmation Test *showing* a Positive Reading; a refusal to submit to Testing; and/or a deliberate failure to follow the instructions of the personnel assigned to carry the Tests shall result in the immediate removal from duties and termination of this agreement.

I understand and accept

- That it is prohibited to publish any articles such as but not limited to images, logos, trademarks or literature obtained during the Event. Breach of this article will be deemed as gross misconduct and will result to immediate termination of the contract. Legal proceedings may be preferred.
- That all materials such as but not limited to images, logos, trademarks or literature obtained during the Event are the Organisation's proprietary material and require the written approval from the Organisation for any use either official or private. For the avoidance of doubt, all images, literature and reports generated either by the Volunteer or other officials during the Event is and will be the Organisation's proprietary material.

I understand and accept that

- The Organisation may terminate my engagement as a Volunteer at any time for any reason they deem necessary and without prior notification.
- The Organization may decline to accept my application as a Volunteer
- Any misrepresentation of the information, deliberate or otherwise may lead to my application being declined.