VOLUNTEER AGREEMENT

This Volunteer Agreement (“Agreement”) is entered into between P-LAH (“P-LAH”, “the Platform”) and the individual named below (“the Volunteer") and governs the Volunteer's participation in any placement facilitated through the P-LAH platform.

Volunteer Name	_____
Email / Phone	_____
Placement Organisation	_____
Role / Start Date	_____

1. Nature of the Engagement

This Agreement does not create an employment, contractor, or agency relationship between the Volunteer and P-LAH, or between the Volunteer and the Placement Organisation. The volunteer is not entitled to wages, benefits, or any form of employment compensation for time given under this Agreement. Any stipend, transport allowance, or reimbursement, where offered, will be stated separately in writing by the Placement Organisation.

2. Role & Responsibilities

The volunteer agrees to perform the duties described in the role listing for the placement organisation named above for the time commitment agreed upon at the point of matching. The volunteer will:

- Honour the agreed schedule and notify the Placement Organisation and P-LAH promptly of any inability to attend.
- Carry out duties to a professional standard consistent with the role description.
- Complete the minimum duration or hours agreed, unless formally excused by the Placement Organisation.

3. Code of Conduct

The volunteer agrees to the following:

- Treat all staff, beneficiaries, and fellow volunteers with respect and professionalism.
- Refrain from any form of harassment, discrimination, or abuse of position.
- Comply with the Placement Organisation's specific safety and conduct policies.
- Not represent themselves as an employee or official agent of the Placement Organisation or P-LAH.

4. Confidentiality & Data Protection

The volunteer agrees to keep confidential any sensitive information about the placement organisation, its beneficiaries, or its operations encountered during the placement, both during and after the engagement. The volunteer consents to P-LAH collecting, processing, and storing their personal data (including background check results and performance ratings) in accordance with the Nigeria DataProtection Act 2023, for matching, verification, and platform administration.

5. Right to Reject or Terminate

P-LAH and the placement organisation reserve the right to decline an application or end a placement at their discretion, on grounds including but not limited to a skills mismatch, capacity constraints, or a failed background check. The volunteer may also end their participation at any time by giving reasonable notice to the placement organisation and P-LAH.

6. Non-Performance & Blacklisting

The Volunteer's conduct and performance will be rated by the Placement Organisation at the end of each placement. Repeated non-performance, missed commitments, or breach of this Agreement's Code of Conduct may result in escalating consequences up to and including permanent removal from the P-LAH platform, as set out in the Volunteer Policy. Conduct involving fraud, harassment, safety violations, or falsified information will result in immediate, permanent removal.

7. Health & Safety

The volunteer agrees to follow all health and safety instructions given by the placement organisation and to report any unsafe condition or incident immediately. The Placement Organisation is responsible for providing a safe working environment for the duration of the placement.

8. Limitation of Liability & Indemnification

P-LAH acts solely as a facilitator connecting the Volunteer to the placement organisation and is not liable for any loss, injury, damage, or dispute arising from the placement itself. The Volunteer agrees to indemnify and hold P-LAH harmless from any claim arising from the Volunteer's own conduct during the placement.

9. Intellectual Property

Any work product, materials, or output created by the volunteer in the course of the placement belong to the placement organisation, unless otherwise agreed in writing between the volunteer and the placement organisation.

10. Consent to Use of Testimonial or Photo (Optional)

The volunteer may optionally consent to P-LAH or the placement organisation using their name, photo, or testimonial for promotional or reporting purposes. This consent is entirely optional and may be withdrawn at any time by written notice.

☐ I consent to the use of my name/photo/testimonial	☐ I do not consent

11. Dispute Resolution & Governing Law

Any dispute arising under this Agreement will first be raised informally with P-LAH's Volunteer Operations team. If unresolved within 14 days, the matter will proceed to mediation before any other action is taken. This Agreement is governed by the laws of the Federal Republic of Nigeria.

12. Entire Agreement

This Agreement, together with P-LAH's Volunteer Policy and the specific role listing, constitutes the entire understanding between the parties regarding the Volunteer's placement. Any amendment must be made in writing and agreed by both parties.

Signatures

Volunteer	**For P-LAH**
Signature: _____	Signature: _____
Name: _____	Name: _____
Date: _____	Date: _____