

## Volunteer Agreement

between

the **Federal Ministry of Defence**, representing the Federal Republic of Germany, located at the following address: Fontainengraben 150, 53123 Bonn, Germany,

represented by the **INVICTUS GAMES DÜSSELDORF 2023 project team**, in turn represented by the Project Director Brigadier General Alfred Marstaller, Uerdinger Str. 88-92, 40474 Düsseldorf, Germany (hereinafter referred to as **IG23**)

and

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**First name, last name**, address, place of residence, country

(hereinafter referred to as Volunteer)

### Preamble

The INVICTUS GAMES DÜSSELDORF 2023 (hereinafter referred to as the Event) will take place in Düsseldorf from 9 to 16 September 2023. This is an event of the Invictus Games Foundation (IGF), which has awarded the hosting of the Event to the Federal Ministry of Defence (FMoD) and the City of Düsseldorf (D.LIVE GmbH & Co. KG) as co-hosts. The D.LIVE GmbH & Co. KG is a wholly-owned subsidiary of the City of Düsseldorf. The Event is of high sporting and sociopolitical significance.

The Volunteers will contribute significantly to the image of the Event in public through their commitment and their approach to guests, fans, officials and journalists, and will support the work of the full-time IG23 staff with their activities.

Against this background, the following is agreed:

### § 1

The Volunteer will perform tasks as a voluntary helper for IG23 before and during the Event. The periods of assignment are defined in individual assignment plans, which are coordinated with the possible assignment times of the Volunteer. If the Volunteer cannot perform the assigned tasks at short notice, the respective officer in charge of assignments must be informed immediately.

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By mutual agreement, the Volunteer will be assigned primarily in the \_\_\_\_\_ area.

All briefings, information and conditions required for the Volunteer's assignment will be communicated at a later date to the Volunteer, in writing or verbally, by the responsible officer in charge of assignments.

The Volunteer performs his or her tasks voluntarily, free of charge and for altruistic reasons. Due to the voluntary nature of the volunteer activity, there is no entitlement to remuneration.

## § 2

The Volunteer will receive the official volunteer uniform for the performance of his or her duties. This must be worn on every day of the assignment and becomes the property of the Volunteer after completion of the last regular day of the assignment. The Volunteer must wear privately procured shoes. Compensation for the use of private clothing/equipment will not be granted.

During the periods of assignment, IG23 shall ensure that the Volunteer is adequately catered for.

The Volunteer will receive an 'Invictus Card' for the duration of the assignment. With this card, the Volunteer can use public transport in Düsseldorf free of charge and has free or reduced fee access to selected cultural institutions in Düsseldorf.

Beyond this, there is no entitlement to reimbursement of expenses, unless the expenses are due to the activity as a Volunteer and approved in advance by IG23 in writing.

## § 3

For the shift planning and management of the Volunteers, as well as for assignment-related communication, a special volunteer software of the company Eventvolunteers is used. The Volunteer must download the Eventvolunteers app from the common app stores; this app is to be used by the Volunteer. The Volunteer shall use privately owned hardware (mobile phone, tablet, etc.) to operate and use the app. Compensation for use is not granted for this.

## § 4

The Volunteer warrants that he/she has health insurance coverage.

IG23 undertakes to provide liability insurance to cover any damage caused by the Volunteer to third parties in the course of his/her work as a Volunteer. The insurance cover does not apply in the event of intentional damage.

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The Volunteer is covered by accident insurance while performing his or her duties on the event site. This accident insurance only applies to accidents that are directly related to the performance of the volunteer activity and that occur on the event site.

The Volunteer is obliged to report any damage caused to him/her or a third party to IG23 in writing immediately.

## § 5

This Agreement shall commence on the day it is signed and terminate after the last day of the Volunteer's assignment in accordance with his or her assignment schedule, without the need for a separate notice of termination.

Both parties are entitled to terminate this Agreement at any time by giving 3 days' notice. The Agreement may be terminated by either party at any time for good cause. Good cause applies in particular if the Volunteer is in breach of the obligations set out in §§ 1 to 4 of this Agreement. Notice of termination must be given in writing. The termination of this Agreement does not give the parties any claims.

IG23 is entitled to terminate the Agreement immediately in the event of gross misconduct on the part of the Volunteer. In this case, the Volunteer must return the volunteer uniform provided.

## § 6

The Volunteer agrees that sound and image recordings may be made of him/her free of charge in connection with the Event, which may be used by IG23 or third parties commissioned by it free of charge, for an unlimited period of time and without restriction.

## § 7

The Volunteer agrees to a background check of his/her person required for the necessary accreditation.

## § 8

Amendments, supplements and collateral agreements to this Agreement must be made in writing to become legally effective and must be marked as such. According to this Agreement, the Volunteer is obliged to return all documents provided to him or her in full after termination of his/her volunteer activity.

It is agreed not to disclose any information on business matters and processes, in particular business and trade secrets, which become known in the course of the volunteer activity.

In addition, the Volunteer undertakes not to disclose any personal data of which he or she becomes aware in the course of his/her work, and to process, disclose, make

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accessible or otherwise use such data only for the purpose of the lawful fulfilment of his/her duties. This obligation to maintain data secrecy shall continue to apply after termination of the activity.

Violations of the confidentiality clause can lead to claims for damages and termination of the Agreement.

No public statements shall be made to media institutes without the consent of IG23. The law of the Federal Republic of Germany shall apply. The place of jurisdiction is Düsseldorf.

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Place and date

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First name, last name of the Volunteer

Düsseldorf.

Place and date



Alfred Marstaller

Name and signature

INVICTUS GAMES  
DÜSSELDORF 2023