



### Rules and Regulations for Volunteers of the Stichting Gurmuu Foundation Ethiopia

According to the articles of association 4.5, the members of the board receive no remuneration for their work. They are entitled to reimbursement of the costs incurred by them in the performance of their duties. Even though, there is no articles with regard to volunteer, the foundation will follow the existing articles mentioned above and adopt as follows for its volunteers in Ethiopia. Hence, the volunteers willing to work with the Foundation should not expect payment for their service based on the above mentioned articles of association. A volunteer willing to work with the foundation, will sign an agreement at the time of joining, to provide service with no remuneration or without any payment for, her/his, service. However, if the foundation has a financial capacity, it shall pay transportation costs and may consider also to pay for lunch.

At the end of the service period, a volunteer will receive a certificate of service from the foundation which evaluates his/her performance at the foundation and could also be used as a recommendation for her/his future employment opportunity.