Charity Organization «Charity Fund named after Avhustyn Voloshyn»

Regulations on Volunteer Activity

Approved
by decision of the Board of the Fund
Minutes No. 2 of 7 September 2026

English translation · the Ukrainian original prevails

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REGULATIONS ON VOLUNTEER ACTIVITY

1. General Provisions

1.1. These Regulations on Volunteer Activity (hereinafter — the Regulations) set out the procedure for engaging and registering volunteers and organising their work in the Charity Organization «Charity Fund named after Avhustyn Voloshyn» (hereinafter — the Fund) in accordance with the Law of Ukraine «On Volunteer Activity».

1.2. A volunteer is a natural person who, voluntarily, free of charge and not for profit, carries out volunteer activity for the benefit of the Fund on the basis of an agreement on volunteer activity.

2. Procedure for Engaging Volunteers

2.1. A volunteer is engaged in the activities of the Fund on the basis of:

— a written application (request) of the person who wishes to carry out volunteer activity;

— a written agreement on volunteer activity concluded between the Fund and the volunteer;

— for volunteers engaged in work with children or vulnerable beneficiaries — an additional check in accordance with the Beneficiary Safety and Protection Policy, including a certificate of no criminal record (if required).

2.2. The agreement on volunteer activity defines the type, content and scope of the volunteer assistance, the rights and obligations of the parties, the procedure for reimbursing the volunteer’s expenses (if any), the term of the agreement and the grounds for its termination.

2.3. Minors may be engaged in the volunteer activity of the Fund only with the written consent of their parents (legal representatives) and subject to the restrictions established by the legislation on the work of minors and by the Beneficiary Safety and Protection Policy.

3. Rights and Obligations of the Volunteer

3.1. The volunteer has the right to:

1) receive full information about the content, nature and conditions of the volunteer activity;
2) proper conditions for carrying out volunteer activity, including occupational safety instruction;
3) reimbursement of documented expenses related to the volunteer activity, if provided for by the agreement;
4) refuse to perform a task that is contrary to the law, the Charter of the Fund or these Regulations, without any sanctions.

3.2. The volunteer shall:

— comply with the terms of the agreement on volunteer activity, the Charter and the internal policies of the Fund, including the Regulations on Financial Compliance, the Code of Ethics and the Beneficiary Safety and Protection Policy;

— not disclose confidential information about the Fund and its beneficiaries obtained in the course of volunteer activity;

— immediately inform the Anti-Corruption Officer of any known facts of violations, abuses or risks to beneficiaries.

4. Expenses Related to Volunteer Activity

4.1. The Fund may reimburse the volunteer for documented expenses (travel, accommodation, materials needed to perform the task) if this is provided for by the agreement and the budget of the relevant project, in compliance with Section 5 of the Regulations on Financial Compliance (mandatory documentary evidence of expenses).

4.2. Payments to a volunteer beyond the reimbursement of documented expenses are not permitted, since volunteer activity is by definition unpaid.

5. Register of Volunteers

5.1. The Fund keeps a register of volunteers indicating the period and area of engagement of each volunteer, with copies of the agreements concluded and the relevant approvals (for work with children or vulnerable persons).

6. Final Provisions

6.1. These Regulations are approved by the Board of the Fund and are binding on all persons responsible for engaging and coordinating volunteers.

Charity Organization «Charity Fund named after Avhustyn Voloshyn»:

Chair of the Board _____ / V.A. Moskov /

7 September 2026



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