



### Attention To All VulPro Volunteers

VulPro would like to bid you a warm welcome to our facility. We would like to ensure that your time with us is enjoyable, and that you are able to develop your knowledge and skills by working alongside our staff, as well as share your own. In order to ensure smooth operations, as well as keeping the safety of volunteers, staff and animals as a priority, we do have a few simple house rules

We ask you to take note of the following which will be ticked off as your host goes through these points:

- I hereby indemnify and hold harmless VulPro NPC, its members, officials, employees, associates, agents, the landowner or landowners, sponsors, contractors and all other service providers acting on their behalf or on their instruction (hereinafter collectively referred to as the **Indemnified Parties**) against any and all claims howsoever arising, for any loss or damage resulting from any bodily injury, disability, psychological harm, loss of life or loss or damage to property, including any such loss, injury, disability or damage which can be attributed to any act or omission on the part of the Indemnified Parties, or any third party, or any birds of prey resident at the Vulture Rehabilitation Centre which I may sustain howsoever arising in the Vulture Rehabilitation Centre and/or travelling thereto or therefrom or whilst participating in any event arranged by or on behalf of the Indemnified Parties in connection with the Vulture Rehabilitation Centre or incidental thereto, and regardless of how such claim may have arisen
- Volunteers are required to adhere to the following schedule during different seasons: In winter, working hours are from 08:00 am to 17:00 pm, including a lunch break from 13:00 to 14:00. In summer, work begins at 07:00 am and ends at 17:00 pm, with a tea break at 09:00 am and a lunch break from 13:00 to 14:00. Punctuality is expected from all volunteers on working days.
- In addition to vultures, there are also horses and dogs on the property. We ask that you take care whenever opening doors or gates, in order to ensure that the animals do not get out. We ask that you be cautious around the horses, as they are large animals which could unintentionally cause harm.
- Kitchen facilities are available to all volunteers. We ask that you keep all volunteer areas, including your room neat and tidy at all times.
- As a safety precaution, it is strictly prohibited for any volunteers to enter enclosures housing the Andean Condors the Fish Eagle, Kassie the Lappet-faced Vulture as well as any other enclosure as discussed upon arrival.
- If you are unsure of anything, please do not hesitate to ask any staff members for assistance or advice.
- For safety purposes, we do lock gates and activate alarms around the living quarters at 19:00pm, thus we ask that all volunteers adhere to these hours and ensure they are on the property no later than this. Please note the activation of beams around the volunteer area, however, you will be able to navigate to the bathroom, kitchen, and rooms. Please do not go to the incubator room door, or the vehicle ports, or Kerri's private residence entrance, as there are beams active in this area.
- Please note that we are an organisation which recycles, and the recycling bins will be explained to you. All non-recyclables all the responsibility of the volunteers, and should be disposed of off site
- Volunteers are expected to carry out any instructions given by staff. Should any instruction not be clear, please feel free to consult with staff in order to ensure clarity.
- Kindly be aware that VulPro strictly enforces a no-smoking policy throughout its facility, and no exceptions to this rule are permitted.
- Please note that any data and photos handled or taken at the VulPro facility remains the sole property of VulPro, and you will need to obtain consent to publish or distribute these.
- We also ask that you compose a short bio about your time at VulPro, which we would like to include in some of our write-ups such as social media, newsletters and other medium as we deem fit.
- Please be aware that we are a small team, which work very closely together. There will be many different personalities, and we ask that we respect one another, and work as a team for the benefit of the centre and the vultures.

I, \_\_\_\_\_, hereby acknowledge that the above items were discussed with me and confirm this with my signature on this \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_.

\_\_\_\_\_  
Signature