



Volunteer Charter

The SeaCleaners Association

Each volunteer welcomed and integrated into The SeaCleaners Association receives the following charter. It defines the relationship frameworks and operating rules that must be established between the leaders of the Association, permanent employees and volunteers.

1. The SeaCleaners Association's mission and purpose.

The SeaCleaners Association's mission is to reduce plastic pollution in the ocean.

The SeaCleaners Association undertakes this general interest mission in a transparent way with regards to its beneficiaries, donors, permanent employees and volunteers. The mission comprises a global preventative and corrective vision, made up of four phases:

At sea:

- Collecting plastic debris in areas of high pollution before they break up and disintegrate,
- Observing and making records to gather scientific data.

On land:

- Education and information initiatives to raise awareness in future generations, to protect biodiversity and put humans back at the heart of future ecological issues,
- Galvanizing a sustainable local, circular economy by proposing solutions for reusing plastic waste.

2. How volunteers fit into our project.

The role and mission of volunteers within our project are more specifically defined as the following:

- Introducing The SeaCleaners Association and its projects to the general public or to organisations,
- Raising public awareness of the issue of plastic pollution, in particular marine plastic pollution,
- Offering technical support to the global project (according to the volunteer's skills, means and relationships),
- Bringing scientific support to the problem of ocean debris (according to the volunteer's skills, means and relationships),
- Organising collections of plastic waste in cities, the countryside, on beaches or in marine environments.

3. The volunteer's rights.

In relation to its volunteers, The SeaCleaners Association undertakes to:

✓ Regarding information:

- Inform them of the Association's purpose, the contents of our project, the year's main objectives, and how the main responsibilities are carried out and shared,
- Facilitate any desirable meetings with managers, other volunteers, permanent employees and beneficiaries.

✓ **Regarding welcoming and integrating volunteers:**

- Welcome them and consider them to be full contributors, and consider each volunteer to be indispensable,
- Entrust them with activities in accordance with their skills, means and availability,
- Define the missions, responsibilities and activities of each volunteer,
- Outline the relationship framework between each volunteer and the Association in a "commitment agreement".

✓ **Regarding managing and developing skills:**

- Ensure their integration and training by any means necessary, as appropriate for the scale of the Association: formal training, sharing documents, forming teams, etc.,
- Organise regular reviews of difficulties encountered, areas of interest and skills developed.

✓ **Regarding insurance cover:**

- Guarantee them the cover and benefit of liability insurance, covering activities allocated within the framework of the "commitment agreement".

The Association reserves the right to terminate a volunteer's activity and mission within a reasonable notice period. However, the Association also reserves the right to immediately terminate a volunteer's contributions when:

- The volunteer does not fulfil their obligations,
- The volunteer carries out their mission in a way that does not agree with the Association's objectives or values,
- Their attitude (words and acts) could harm the Association, the Association's image or the Association's project.

4. The volunteer's obligations.

Volunteer work is chosen freely, and there can therefore be no employer-employee relationship (in the sense of employment law) between The SeaCleaners Association and its volunteers. However, rules and guidelines must still be respected.

The volunteer therefore undertakes to:

- Adhere to the Association's purpose and ethics,
- Follow the Association's objectives,
- Respect the organisation, its processes and internal management,
- Effectively carry out their mission and activity, according to the hours and availability agreed upon, according to a "commitment agreement" and possibly after a trial period,
- Carry out their activities in a respectful way, i.e. by respecting others, their convictions and their opinions,
- Remember that the beneficiaries are at the heart of all the Association's activities, and therefore to be at their service in all possible respects,
- Collaborate with other members of the Association: managers, permanent employees and other volunteers,
- Take part in suggested training exercises,
- Keep certain information about the Association's projects confidential.

Volunteers can stop participating at any time but must, where possible, allow a reasonable notice period.