

VOLUNTEER CONTRACT AGREEMENT

Introduction

This Volunteer Contract Agreement (the 'Agreement') is made and entered into on this day by and between Arinao, acting in the capacity of Chief Executive Officer (the 'CEO' or 'The Company'), and [Full Name], who shall serve as a Junior Developer in a voluntary capacity (the 'Volunteer'). This Agreement outlines the expectations, rights, and obligations of both parties for the period of six (6) months of voluntary service. The purpose of this Agreement is to establish a mutual understanding that ensures clarity, professionalism, and respect throughout the engagement.

1. Duration of Agreement

The Volunteer agrees to provide voluntary services beginning on [Start Date] and ending on [End Date]. The standard period of engagement shall be six (6) months unless otherwise agreed upon by both parties in writing. Should circumstances arise requiring an extension or early termination, the parties shall confer and mutually agree in writing. This ensures flexibility while maintaining professional boundaries.

2. Nature of Relationship

It is expressly acknowledged and agreed that the Volunteer is not an employee, contractor, or agent of The Company. The Volunteer shall not be entitled to wages, salaries, health insurance, pension benefits, or any other form of compensation typically associated with employment. The relationship is entirely voluntary and based on goodwill, skill development, and collaboration.

3. Duties and Responsibilities

The Volunteer shall assist in tasks assigned by The Company, which may include but are not limited to: software development, debugging, documentation, testing, project research, and participation in team meetings. The Volunteer is expected to maintain a professional attitude, communicate effectively with team members, and adhere to the project timelines to the best of their ability.

4. Working Hours

The Volunteer agrees to dedicate approximately [X] hours per week to fulfill their responsibilities. The exact schedule shall be mutually determined, allowing flexibility to

accommodate academic, personal, and professional obligations. While flexibility is granted, consistent communication is expected to ensure smooth collaboration and progress on projects.

5. Confidentiality

During the course of this Agreement, the Volunteer may have access to sensitive or proprietary information, including trade secrets, project designs, technical processes, and intellectual property. The Volunteer agrees not to disclose such information to third parties during or after the duration of this Agreement. A breach of confidentiality may result in termination of this Agreement and, where applicable, legal action.

6. Intellectual Property

All work, designs, code, documentation, or intellectual contributions made by the Volunteer during the engagement shall be considered the property of The Company. The Volunteer acknowledges that they are releasing rights to such intellectual property in favor of The Company and will not claim ownership or royalties thereof. This ensures that all projects and outputs remain under the control and benefit of The Company.

7. Termination

Either party may terminate this Agreement upon giving at least fourteen (14) days' written notice. Termination may occur in cases of breach of this Agreement, failure to perform duties responsibly, or unforeseen circumstances that prevent the Volunteer from continuing. The Company may, at its discretion, terminate this Agreement immediately in the event of misconduct, violation of laws, or breach of confidentiality.

8. Liability

The Volunteer acknowledges that they are engaging in this Agreement at their own free will and risk. The Company shall not be held liable for injuries, losses, or damages incurred by the Volunteer during the period of voluntary service, except as required by applicable law. The Volunteer is encouraged to maintain personal insurance coverage to safeguard against potential risks.

9. Professional Conduct and Code of Ethics

The Volunteer shall conduct themselves with integrity, professionalism, and respect toward team members, clients, and partners of The Company. Harassment, discrimination, or any

form of misconduct will not be tolerated. The Volunteer agrees to comply with The Company's code of ethics and workplace policies to promote a positive and inclusive environment.

10. Governing Law

This Agreement shall be governed and interpreted in accordance with the laws of [Jurisdiction]. Any disputes arising under or related to this Agreement shall be resolved in the courts of the stated jurisdiction. Both parties agree to submit to the jurisdiction of the courts in that region.

Conclusion and Acceptance

This Agreement reflects the entire understanding between The Company and the Volunteer with respect to the voluntary engagement described herein. Both parties confirm that they have read, understood, and voluntarily accepted the terms and conditions outlined. This Agreement may only be amended in writing and signed by both parties.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the date first above written.

Arinao
CEO, The Company

[Volunteer's Full Name]
Junior Developer