



Nkonzo Wildlife Research

E d u c a t e . A c t . E m p o w e r .

Indemnity & Terms and Conditions

**Please read the following and sign each page.*

The following document and enclosed clauses, is a voluntarily and knowingly entered agreement by the persons of which signed hereunder, hereafter referred to as Participant, and K2014033624 (South Africa) Pty Ltd , trading as Nkonzo Wildlife Research, hereafter referred to as Nkonzo. The reference of Nkonzo, for the purposes of this document, hereby includes its owner(s), employee(s), staff, permanent participants, heirs, family, and affiliate companies.

Please read the following thoroughly. A participant will not be permitted to participate in activities of any Nkonzo program until the time at which the form has been signed, dated, and received by Nkonzo. I accept and understand the nature and potential dangers of a wildlife reserve, free-roaming with present dangerous game. I agree to abide fully by all the rules and regulations of Nkonzo set forth in this or any other provided document. I agree to accept full responsibility for my own actions and undertake not to interfere with any wild animals at any stage. I accept that if I break the rules (verbal or written agreements), code of conduct agreement, or regulations set out by Nkonzo that I will be subject to disciplinary action at the discretion of Nkonzo. Disciplinary actions can include written warnings, verbal warning, dismissal from the affiliated program with no compensation (monetary or otherwise). I understand and accept that any research I gather, compile and/or analyse and any work I may do whilst with Nkonzo remains the property of Nkonzo in its entirety and that I may make no claim on it, either now or in the future.

I, and my dependents, assigns, or business associates agree to hold harmless, bring no claims for liability, compensation or damages against Nkonzo, or any other member, for any accident, loss injury, illness or death arriving in whatever manner. I agree to allow all photographs or images (either moving or still) taken of me during my time as a participant at Nkonzo to be used by Nkonzo for advertising and marketing purposes if they so require. I agree to abide by all legislation of The Republic of South Africa. Failure to do so can result in disciplinary action(s). See above. I agree that I am liable to pay for any, and all damages incurred at mine own fault or behest that is property of Nkonzo or the accommodation facility. Participants will maintain a harassment- and violence-free environment. Participants will not engage in profanity, racial or ethnic slurs, physical force, threats, or intimidation toward the public, other participants, Nkonzo, or the family members of any of these individuals.

The participant accepts full liability for participation in any Nkonzo program and indemnifies Nkonzo. I confirm that I hold, or am covered, under personal medical insurance/aid. In the event of a medical emergency or procedure, I myself am liable and responsible for the full cost incurred. The participant, heirs, and family waive the right to sue, request compensation (monetary or otherwise), refunds from Nkonzo, it's owner(s), staff, employees, participants, and affiliates, or the family thereof in the event of damage to property, self-injury, bodily harm, death, dismissal from program or any other reason whatsoever.

Sign _____



Nkonzo Wildlife Research

E d u c a t e . A c t . E m p o w e r .

Reserve Conduct and Daily Operations The participant is expected to be ready to depart for daily activities at the predetermined time stated by Nkonzo staff. The participant is not to eat or smoke in any company vehicle. The participant is not to purposefully disturb or alter any wildlife or fauna. The participant is not to touch any wildlife or fauna without consent from Nkonzo staff. The participant will not make any distracting noises to gain an animal's attention. The participant is not to take photos, make copies, duplicate or otherwise keep copies of data sheets (including blank). The participant understands that routine and emergency maintenance on vehicles and equipment is unavoidable and respects that though Nkonzo will do its best for such events to not impact time in the field, events are sometimes unavoidable and must be handled before fieldwork can continue. This is for the respect and safety of our participants, the wildlife, and Nkonzo staff. The participant understands that weather and animal behaviour plays an unregulated part in the availability of field work. Under circumstances of extreme weather or animal behaviour, field hours or sessions may be cut short or cancelled. The session may then be replaced with field lectures, data work, or participant free time.

Accommodation The participant is to keep all communal private areas of the accommodation tidy. The participant will sleep each evening in their allotted dormitory unless Nkonzo staff has been notified of overnight weekend activities. The participant will not partake in any lewd or sexual behaviour in the dormitories or common areas of the accommodation. The participant will adhere to all regulations set out by the accommodation facility. Failure to adhere to accommodation regulations leaves the participant at the discretion of the accommodation facility.

General At no time will threats of poaching be tolerated. The participant will maintain professional conduct at all times.. The participant will adhere to and follow all directives, instructions, and requests made by Nkonzo owner(s), staff, employee(s), and coordinators. Treat all persons with respect and dignity regardless of race, gender, sexual orientation, age, experience, religion, culture, appearance, or any other differences. Do not engage in illegal activities or political demonstrations. The participant is not to drink excessively or partake in public drunkenness. The participant is not to be under the influence of any recreational drugs (this includes marijuana, stimulants, depressants, or any other substance not prescribed by a licensed physician). Harassment and assault (verbal, physical, or sexual) is not tolerated at Nkonzo under any circumstances. Nkonzo management is to be notified in the event that such a situation or incident occurs. The participant is to wear appropriate attire for field duties as outlined in the dress code. The participant will maintain a high standard of professionalism in person appearance at all times. The participant agrees to bring at least two face masks and adhere to safety regulations such as social distancing etc.

Media Photos and /or videos of reserve vehicles or buildings are not allowed due to security reasons. The reserve is not to be tagged on any social media platform. Geo Tagging, Location Services, and GPS should always be disengaged or turned off whenever on the reserve. The participant is welcome to and encouraged to post photos and videos of their activities and to tag the official Nkonzo pages on social media. The participant will not lie, slander, or post false information on any web or print based platform. This is not tolerated and will be dealt with on a strict individual basis.

Sign_____



Nkonzo Wildlife Research

E d u c a t e . A c t . E m p o w e r .

External (non-affiliated) Activities The participant accepts full responsibility for participation in any activities not supervised by Nkonzo. The participant is to remain courteous and professional when off duty or when participating in external activities or night-life. The participant is to remember at all times that they are associated with Nkonzo and their behaviour directly reflects Nkonzo to the public. The participant will not participate in the following external activities while with Nkonzo: a. Cub Petting b. Lion Walking c. Any form of predator interaction d. Elephant Rides e. Elephant Encounters.

Dress Code Participants of all programs should wear only neutral coloured clothing items. Colour schemes include: black, brown, grey, tan, dark blue, dark greens. Bottoms should be khaki coloured or denim (jeans etc.). Shoes should be hiking shoes, or tennis shoes for all field work/time. Gym attire is not permitted, including leggings and gym shorts.

PLEASE NOTE: NKONZO has a zero-tolerance policy for recreational drugs, violence, property damage, physical and verbal altercations, and deformation of NKONZO.

Health and Safety

- Vehicle to be sanitized using disinfectant cleaner before departing.
- Masks are available for hand out by guide where participants do not have their own.
- Vehicle contain cleaning / alcohol-based hand sanitizing equipment for regular own use.
- Team leaders will always wear masks when cleaning the fleet.
- Staff will undergo thermal screening before every new assignment.
- After return the entire vehicle will undergo a deep clean and disinfection cycle.
- Air-handling systems, air-conditioner and other air circulation systems will be sanitized and maintained after each day.
- The sanitization of all interior hard surfaces that may have been touched by passengers including seatbelts; grip handles; window and door handles; glass surfaces seatbacks and overhead safety handles will be deep cleaned, and sanitized daily.
- Adequate airing of the vehicle prior to reuse.
- All staff will wear masks and avoid physical contact as far as possible.
- Provide alcohol-based hand sanitizers and disinfectant for all guests before starting activities.
- Guests will be requested to complete a Medical and Travel Declaration before partaking on activities
- Binoculars will not be shared and participants are requested to bring their own.
- Portable food and drink containers will be cleaned with surface disinfection after each use, and thoroughly at the end of trips.



Nkonzo Wildlife Research

E d u c a t e . A c t . E m p o w e r .

Cancellation Policy

- If you need to cancel your trip and do so more than 60 days before your intended arrival, we will send you your full program fee minus your original non-refundable deposit of €500.
- If you need to cancel between 30 and 59 days prior to your arrival we will be able to return 50% of your program fee.
- Less than 30 days before your arrival, we unfortunately cannot provide any refund as expenses have already been made for your scheduled time with us.
- Should an intern decide to leave the program early, no compensation, monetary or otherwise, will be given.
- Should an intern break the Agreement with Nkonzo (Terms and Conditions) it is at the discretion of Nkonzo to dismiss said intern from the program with no compensation, monetary or otherwise.

Nkonzo is committed to providing an outstanding experience to all of our participants as they work with us for a better Africa and a better tomorrow. Should any issues or concerns arise at any stage as a participant please reach out to our participant coordinator or management.

Date:

Signature: