

CHARTER

Preamble

Ambassador program purpose

The purpose of the EQUAL-SALARY Ambassador Program is to raise awareness about the gender pay gap and promote the foundation and its services.

Ambassador Vision:

To achieve equality worldwide by raising awareness and educating society.

Ambassador Mission:

To create a network of motivated like-minded people.

Who can become an Ambassador

The EQUAL-SALARY Ambassadors are selected from a pool of volunteers and influential people motivated to change the world and make equal salaries a reality. Anyone above the age of 18 can apply to become an ambassador. The program is suited to be combined with full-time jobs and other volunteer activities; however, time and dedication are necessary for the program to be impactful.

Advantages to become an Ambassador

The ambassador program works on a voluntary basis and therefore does not provide salaries to ambassadors. However, there are certain advantages of becoming an EQUAL-SALARY Ambassador:

- **Make a change:** The ambassador program offers ambassadors the opportunity to make a change in helping close the gender pay gap by raising awareness and educating society.
- **Networking:** The program gathers people from different nationalities and industries, enabling ambassadors to grow their network and connect with like-minded people.
- **Training opportunities:** The program provides ambassadors with training covering all the necessary topics for the position.
- **Personalised support:** The monitor of the program is available to ambassadors to discuss or answer any questions.
- **Promotional materials:** Ambassadors receive EQUAL-SALARY merchandise.
- **Growth opportunities:** Within the program, ambassadors have the possibility, in exchange for time and effort, to gain more responsibilities, opportunities, and benefits.

Code of ethics

As an EQUAL-SALARY Ambassador, you agree to the following code of ethics:

- **Respect:** Ambassadors treat each other with respect and appreciation.
- **Change:** Ambassadors are fighting for a change in the world.
- **Justice:** Ambassadors are fighting for more justice between women and men.
- **Passion:** Ambassadors are passionate about equality between women and men.
- **Learning:** Ambassadors are eager to learn and grow.
- **Community:** Ambassadors are continuously engaging with their community

Ambassadors cannot speak in the name of the EQUAL-SALARY Foundation.



CODE OF CONDUCT AND POLICY

Terms and conditions

- The information provided to the foundation in the different forms must be accurate and complete.
- The charter has to be signed to be considered.
- The EQUAL-SALARY Foundation does not grant responsibility for any share of illegal content, behaviours, or misusage of information by the ambassadors within the program.
- Ambassadors are personally responsible for their behaviours and the accuracy, quality and integrity of the information they provide to the public.
- The EQUAL-SALARY Foundation remain the owner of any branding elements, documents, and products shared with the ambassadors.
- The promotional materials must be used in compliance with the EQUAL-SALARY Foundation's interests and values and are not for resale.
- The terms of use are subject to Swiss law. Any dispute that cannot be settled amicably will be submitted to the relevant court.
- Ambassadors that do not respect the code of conduct will be expelled from the program.

Agreement

In signing this document, the ambassador agrees to all points mentioned above. The signature confirms that the ambassador will act according to the charter's guidelines when accepted into the program. The ambassador charter applies from the moment the ambassador is accepted into the program and offered the EQUAL-SALARY Ambassador title. The terms of the ambassador charter end when the ambassador is no longer part of the program, and the EQUAL-SALARY Ambassador title is suspended. The ambassador title can be suspended if the charter conditions are breached. The collaboration can also end with the consent of the ambassador or both parties. After the end of the partnership, the ambassador shall no longer use any branding elements, documents, or products shared by the EQUAL-SALARY Foundation.

Candidate signature

EQUAL-SALARY signature

Name, Date, Signature

Name, Date, Signature

