

Conditions UNICEF | give-a-day

1. General

- 1.1 UNICEF | give-a-day is an initiative by UNICEF Netherlands, in collaboration with participating companies (hereinafter: the employer).
- 1.2 With UNICEF | give-a-day, employees can donate leave hours in excess of the statutory minimum to UNICEF Netherlands. The employer pays the monetary value of the leave hours directly to UNICEF Netherlands.
- 1.3 By participating in UNICEF | give-a-day, you accept these conditions.

2. Campaign period

- 2.1 The campaign is not limited to a specific period. UNICEF Netherlands and the employer can choose, independently of one another, to end the campaign.
- 2.2 The employer can choose specific periods during which it is possible to donate days. Your employer will inform you of this.

3. Participation

- 3.1 The minimum age requirement for participation in UNICEF | give-a-day is 18. You can only participate if you have an employment contract with your employer.
- 3.2 You can participate several times. Your employer may impose a limit on the number of leave hours you are permitted to donate.

4. The donation

- 4.1 You can only donate hours in excess of the statutory minimum to UNICEF Netherlands.
- 4.2 It is up to you to decide how many hours in excess of the statutory minimum you donate (the minimum amount is four hours). Your employer may impose a limit on the number of leave hours you are permitted to donate.
- 4.3 If the number of hours you wish to donate is greater than the number of available hours in excess of the statutory minimum, only the available hours will be paid out to UNICEF. Your employer will inform you of this.
- 4.4 You give your employer permission to pay the net value of the donated day(s) directly to UNICEF Netherlands.
- 4.5 Since the Tax and Customs Authority views the gross value of your day(s) as salary, taxes apply. The net amount is transferred to UNICEF Netherlands. The net value of your donation is shown on your salary slip after processing.
- 4.6 As your donation is treated as salary, this leads to a higher taxable salary. This may result in a higher benefit in the event of unemployment, but can also have consequences for your healthcare, housing and child allowances, for example.
- 4.7 The Tax and Customs Authority recognizes UNICEF Netherlands as a public benefit organisation, meaning that your contribution to UNICEF | give-a-day is tax-deductible. For more information, see www.belastingdienst.nl/giften.
- 4.8 It is not possible to reclaim donations.

5. Privacy

- 5.1 By participating in UNICEF | give-a-day, you agree to the use of your personal details by UNICEF Netherlands for the processing of your participation.
- 5.2 UNICEF Netherlands will only use your details to inform you about UNICEF | give-a-day.
- 5.3 UNICEF Netherlands will treat your details confidentially, and store them in accordance with the Personal Data Protection Act. Third parties will not be given access to your details.
- 5.4 If you do not want us to use your details, please send an email to info@unicef.nl.

6. Alterations

- 6.1 These conditions apply from 1 April 2016 onwards.
- 6.2 UNICEF Netherlands may alter these conditions at any time. The most recent version of this document can be found at www.unicef.nl/geef-een-dag.