



CAF WORK POWERED BY VIOHALCO PROGRAM TERMS & CONDITIONS

December, 2024

CAF WORK powered by Viohalco Program Description

The Program – What It Is

CAF Work powered by Viohalco (the “Program”) is a new program providing **high-demand industrial skills training** to prepare individuals for roles in welding and machine operations, and to provide participants with **eligibility to apply for jobs** within Viohalco companies, opening doors to long-term career growth. Participants will obtain an **industry-recognized certificate of training** issued by IVEPE-SEV, a leading vocational training provider.

The Program is a community initiative for twenty five (25) adults, above 18 years old (the “Participants”), aiming to offer technical skills training for the positions of welder (10 Participants) and machine operator (15 Participants) within the manufacturing industry (the “Group(s)”). Participants will gain valuable, high-demand industrial skills that can serve as a gateway to more advanced industrial occupations.

Participants will also have the opportunity to engage in weekly basketball training, harnessing the transformative power of sports to support personal and professional goal achievement. In addition, weekly Greek language classes will be offered to enhance workplace communication and support social integration. Lastly, life-skills training will be a core component of the program, aimed at promoting diversity and fostering teamwork among individuals from diverse background.

The Program is set to run for eight (8) weeks and will entail intensive training, with a daily indicative schedule from 09:00 to 14:00, consisting of 204 training hours (45 min. each) per Group. The syllabus of the Program shall include indicatively:

- 1.1.1. For the Group of welders: (a) 24 hours of basic theory, terminology and H&S; (b) 132 hours of job skill vocational training/workshops and practice; (c) 48 hours of life competencies; and (d) 36 hours of plant study visits.
- 1.1.2. For the Group of machine operators: (a) 156 hours of job skill vocational training/workshops and practice; (c) 48 hours of life competencies; and (d) 36 hours of plant study visits.

1.1.3. The Program shall also include a 90-min athletic, basketball-centered component, on a weekly basis.

1.1.4. The Program shall also include a 45-min Greek language class twice per week.

Following the successful completion of the Program, each Participant shall be issued an attendance certificate. A qualification certificate shall be granted following examinations and its optional.

Program Details

- **Duration:** 8 weeks of intensive skills training
- **Content:** Welders Training Program / Machine Operators Training Program
- **Cost:** Free of charge for selected Participants
- **Lesson hours:** 204 hours
- **Location:** IVEPE-SEV's Lifelong learning centre facilities located at 143 Liossion Ave. & 6 Thirsiou - T.K. 104 45, Sq. Attica, Athens
- **Greek language classes:** An intensive 1 month (4 times/week/60' class) preparatory program will be conducted prior to the start of technical training, tailored to the Participants' current level of Greek language proficiency
- Lunch / food is provided during each training day

Training Facilities

Daily industrial skills training: IVEPE-SEV: 143 Liossion Ave. & 6 Thirsiou - T.K. 104 45, Sq. Attica, Athens

The weekly basketball training will take place in a central Athens location. Location to be communicated once the Program begins

Participants will be responsible for making their own way to the daily trainings, but the transportation will be provided for any factory visits.

Entities Involved in Program Funding, Management and Implementation

- 1) **Development, Strategy, Participants' Evaluation and Communication:** "CHARLES ANTETOKOUNMPO FAMILY ASTIKI MI KERDOSKOPIKI ETAIRIA" with the distinctive title "CHARLES ANTETOKOUNMPO FAMILY", a Civil Non-Profit Partnership existing under the laws of Greece, having a registered office at 7 Sina Str, Marousi, Attica 15124, registered in the Greek General Commercial Registry (ELGEMI) under number 165138301000, with Tax ID 996750715, legally represented ("CAF"),
- 2) **Training and Program management:** INDUSTRIAL AND BUSINESS EDUCATION AND TRAINING INSTITUTE – SEV Hellenic federation of enterprises with the distinctive title L.L.C. I.V.EP.E.-SEV, a non-for-profit association and lifelong training center (reg.nr. 11111058), existing under the laws of Greece, having a registered office at 143 Liossion Av. And Theirsiou 6 str., Attiki, 10445, Greece, with TAX ID EL090136772, ("IVEPE-SEV").
- 3) **Basketball component.** The basketball component of the Program is implemented by EXELIXIS AKADIMIA KALATHOSFAIRISIS ATHLITIKES DRASTIRIOTITES, a nonprofit organization, with registered seat at no. 10, Triantafillidi Str., Athens, Attica, 11525, accounting@eurohoops.net, (hereinafter "Eurohoops")

- 4) **Funding: VIOHALCO SA Elliniko Ypokatastima**, a Greek Branch of a Foreign Societe Anonyme based in 30 Marnix Avenue, 1000, Brussels, Belgium, having a registered office in Greece at 16 Cheimaras, Marousi, Attica 15125, registered in the Greek General Commercial Registry (ELGEMI) under number 126701201001, with Tax ID 997475888, legally represented (“**VIOHALCO**”);

CAF, IVEPE-SEV and VIOHALCO shall be jointly referred to as “**Program Partners**”.

Program Duration

The program starts in March 2025 and ends in June 2025. All applications submitted between 16 December, 2024, and January 8, 2025, will be considered for this upcoming season.

Participation Mechanism

– Everyone has the right to apply and submit a participation form, provided that:

- a. the candidate is above 18 years old; and
- b. they submit a valid application form; and
- c. they have a recommendation letter or are referred to CAF by one of the participating NGOs below:

- ActionAid
- Caritas
- Catholic Relief Services
- Emfasis Non-Profit
- Home Project
- Immortaliting
- Intersos Hellas
- Solidarity Now
- Ithaka
- Mazi housing
- Movement on the Ground
- Odyssea
- Velos Youth
- ΙΑΣΙΣ
- ΚΣΔΕΟ ΕΔΡΑ

- Παιδικά Χωριά SOS
- ΣΧΕΔΙΑ

d) or they are alumni (above 18 years old) of the Antetokounmpo Academy or parents of the Antetokounmpo Academy athletes.

– Application Submission process:

- Via a PDF application form that needs to be filled out by the candidate, which they will receive from the participating NGOs (as above). All completed and signed PDF application forms, together with all relevant documentation, must be sent to greece@caff.foundation by email, with: 'CAF Work' and the name of the candidate in the subject line.

– Application Submission Period:

Application submission period for the Participants: 16 December 2024 – 8 January 2025

Participants Evaluation Process

Candidates who meet one or more of the Program's set age, language, and residency criteria will earn points that will be added to their final scores (see Appendix I – Evaluation Criteria). Evaluation Period: 8 January – 8 February. Upon conclusion of the Evaluation Period, up to 30 candidates will be selected based on their cumulative scores, and they will be invited for a 1:1 meeting with the Viohalco team. The 25 final, successful candidates accepted to the Program will be notified by email, SMS, or over the phone by 12 February 2025.

They will then be asked to submit all the documentation needed to validate their participation (Image Release Form, and Health Card completed and signed by a cardiologist).

1. General Participation Terms

a) Participants are solely responsible for their attendance, arrival, and departure from the training, in accordance with the CAF Work program schedule.

b) Participants' transfer to and from the skills trainings, and basketball training that will take place, will be made using their own means of transport, except in the case of factory plant visits for which transportation to and from the venue will be provided by the Program, leaving from and returning to the designated meeting point. In case of transportation provided by the Program, Participants agree that such transportation is used at their own risk, and Program Partners will not be responsible for any accident, injuries, damages, losses, or any other harm that may occur before, during, or after the trip, with the exception of cases of intentional misconduct or gross negligence.

c) CAF Work has the right to change the dates of a training schedule, cancel a course or change a venue that may be necessary for any reason. In case of any change to the training schedule,

Participants will be notified in advance (if this is feasible) by email or SMS sent to the contact details provided on their application forms.

d) In the event of loss of personal items and/or money at the training location during training sessions, events, Participants' transportation or other Program's events, Program Partners bear no responsibility for any compensation. It is strongly advised that Participants do not bring valuable items and/or money with them.

e) Participation in every training session is mandatory, and free of charge. Up to 5 absences will be justified with prior notification and documentation (if needed).

(f) The training sessions are closed sessions that only admit the Participants. No video recording, pictures or photography is permitted during the training sessions, apart by designated Program Partners' associates.

2. Application – Participation

- All participants have to apply themselves.
- Application forms must be submitted within the specified timeline outlined above. Any application forms received after the deadline will not be considered.
- Application forms submitted without any of the required documents, or with non-official documents, or with incorrect documents will result in the submission being marked as incomplete and, as such, will not be considered for evaluation.
- The 25 applicants who qualify for the Program will be invited to participate and are required to respond and accept the invitation within twenty-four (24) hours from the notice of acceptance to the Program. The invitation will be communicated to the applicants via the phone or email declared on their application form. In the event an applicant fails to respond within twenty-four (24) hours from the notice, the invitation will be offered to another applicant drawn from the runner up pool.
- CAF is part of a global social impact organization created by the Antetokounmpo family. The Program is part of CAF's vision and CAF intends to communicate information about the Program, for the promotion of the Foundation's activation.

For this purpose, applicants accepted to the Program are required to fill in and sign the Image Release Form attached herein as Appendix IV, addressed to CAF, and send it, along with their message accepting their invitation to the Program, greece@caff.foundation in order for such acceptance to be valid.

- All Participants will receive branded CAF Work attire free of charge and are asked to wear it for the basketball trainings, and to keep this attire clean and in good condition.
- In the event the provided attire is lost, the Program is not obliged to replace the lost clothes/items.

3. Terminating Participation in the Program

- In the event a Participant decides to terminate their participation in the Program, they will have to communicate their decision in writing via an email sent to csr_euprojects@ivepe.gr mentioning the reason for their decision, and the Program administrators of SEV IVEPE will then delete the Participant from their records.
- In the event of a Participant's absence, the Participant must inform the Program administrators in advance via an email sent to tocr_euprojects@ivepe.gr, including the reason for the absence, and are obliged to submit any requested certifying documents (i.e. doctor's letter, depending on the case).
- In the event of a Participant's frequent absence, or absence for reasons other than health or justified issues, the Program administrator shall decide whether the Participant will be allowed to continue with the Program, or whether their participation will be terminated.
- In the event a Participant participation is terminated, CAF Work retains the right to replace the expelled Participant with another candidate drawn from the runner up pool for the remainder of the training season. In such an event, the candidate at the top of the runner up list will be selected. In the event of a tie, the candidate who submitted their application first will be given priority.

In the event of improper behavior on the part of the Participant, the Program Partners reserve the right to expel the Participant. Improper behavior is defined as any action or omission not in accordance with the Program's ethos and philosophy and includes – among other things – illegal, offensive, disruptive, harassing or intimidating behavior in the class, or towards other Participants, towards the staff, or towards any other third party.

4. Health Issues

- By submitting a Participant application form and agreeing to these Terms and Conditions, each applicant agrees to take part at their own risk.
- Applicants shall be and shall declare that they are fit and not experiencing any health concerns or injuries that will be aggravated by participating in the Program, including the Program's athletic component. Any injury or illness must be disclosed by the participant to the Program staff at the time of application and before the start of the Program. Should this injury or illness be deemed a health and safety risk to the Participant or to other Participants, the Program reserves the right to exclude the applicant from the evaluation process, and to exclude the participant from participating any further in the Program in the event an applicant is among the finalists.
- The applicants invited to enroll in the Program must submit an Athlete Health Card filled out and signed by a cardiologist, and an Athlete's Medical History Document.
- In the event a shortlisted Participant cannot provide the required documents by their own means, the Participant shall be obliged to undergo a health check provided by the Program

in order to be in a position to participate. Participants who do not appear for their scheduled health check appointments will invalidate their application and be replaced by the athlete next in line on the runner up list.

- Participants acknowledge and accept that the Program's coaches, staff, contractors, volunteers and/or any medical staff provided by the Program do not bear any responsibility for any injury, illness, theft, or detriment that the Participant may suffer while participating in the Program.

5. Video Recording – Photo Shooting

- As part of the Program, the administration team will be creating video recording and photographic material of the Participants ("**Material**") at training sessions, and any other event organized for the purposes of:
 - a. observing and assessing the Participants' progress,
 - and
 - b. promoting, marketing and advertising the Program, and raising awareness about the Program and the related activities of its Partners.
- The Program Partners own all rights (including, but not limited to, copyright) in the Material. For the purpose of protecting the interests and legal rights of Participants, photo shooting and video recording of any kind at the Program, other than by Program Partners as described herein, is expressly prohibited without Program Partners' prior written consent.
- By participating in the Program and accepting these Terms of Use, Participants grant the Program Partners the right to use Participants' name, image, voice and/or likeness during Program activities to be incorporated into the Material, and to create any reproductions or adaptations of such content, in Greece and abroad, for the purpose mentioned above under Section 5(a), namely for observing and assessing the Participants' progress', for the duration the Program and as per the legislation in force. The Material will be used for this specific purpose.
- In addition, by participating in the Program, accepting these Terms of Use, and consenting to the relevant consent request in the Application Form "CAF Work", 'Consent Form' section, Participants grant the Program Partners the right to use Participants' name, image, voice and/or likeness during Program activities, for public use, and to create any reproductions or adaptations of such content, in Greece and abroad, for the purpose mentioned above under Section 5(b), namely promoting, marketing and advertising the Program, and raising awareness about the Program and the related activities of its Partners' for, for the entire duration of the copyright protection as per the legislation in force. The Material will be used for this additional Purpose as per Participant's consent, and use will include printed and online promotional material, publication on the websites

and social media accounts of the Program Partners, as well as via press releases and printed publications.

6. Personal Data Protection

The Program Partners shall protect all data in the context of the Program in accordance with the applicable legislation currently in force (including, but not limited to, Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation), Greek Law 4624/2019 – hereinafter the “**Legislation**”).

A. Information Regarding Data Controllers and Purposes of Data Processing

Notwithstanding par. E below, Viohalco, IVEPE-SEV and CAF are the Data Controllers for the personal data processing under the Program.

- The Data Protection Officer (DPO) of Viohalco can be contacted via the following email: [xxx](#)
- The Data Protection Officer (DPO) of IVEPE-SEV can be contacted via the following email: gdpr@ivepe.gr
- The Data Protection Officer (DPO) of CAF can be contacted via the following e-mail: info@caff.foundation

The Program Partners shall collect, process, and store the personal data mentioned below relating to Program applicants and Participants selected, as described herein.

B. Information Regarding Personal Data to be Collected, and Retention Periods

a) Applicants/Participants:

(i) By CAF/IVEPE-SEV: name and surname, ID verification data (ID card, passport, documents proving legal status/residence etc.), social services data (AMKA/SSN)

(ii) By CAF/IVEPE-SEV: health data (e.g., doctors’ certificates, other documentation relating to health issues or special needs etc.)

(iii) By CAF/IVEPE-SEV/Viohalco: photos and audiovisual material (e.g., photos and videos from the participation in the Program, events organized by the Program, etc.)

The above data shall be kept by the Program Partners in digital and print format as follows:

Personal data collected as per above shall be kept by Program Partners for five (5) years from the end of the training season in which the Participant is registered. The personal data for those that haven’t qualified to the 25 finalists will be kept for five (5) years from the end of the Evaluation Period.

Personal data collected by Viohalco shall be handed in accordance with Viohalco’s privacy statement accessible through: <https://www.viohalco.com/834/en/Personal-Data-Privacy-Statement/>.

C. Information Regarding the Purposes of the Processing of Personal Data

The processing of the personal data above shall be carried out for the following purposes by the Program Partners:

(i) Personal data under B. a) (i) above shall be processed for the identification of the applicant/Participant, for the assessment of whether he/she fulfills the eligibility criteria for participation in the Program, for communication purposes throughout the application process and/or the participation in the Program and for organizational matters related to Participant's participation in the Program and all activities included in the Program.

(ii) Personal data under B. a) (ii) above shall be processed in order to assess whether applicants/Participants are fit to participate in the Program and to address any special needs they may have and safeguard their health and safety when participating in the Program.

(iii) Personal data under B. a) (iii) above shall be collected for the broadcast of sporting events and training sessions, for promoting and raising public awareness about the Academy, its actions and ideas, the Program, and other related events organized by Program Partners, by means of their choosing, such as through publication on the Internet or through press releases sent to TV channels, digital and print media, and radio stations.

(iv) All the above personal data shall also be processed for archival purposes.

(v) Anonymous statistical data exported during the Program shall be kept by CAF without any time limitation for statistical purposes.

D. Legal Basis for Data Processing

The legal basis for the processing of personal data, other than as stated herein, is that provided under Article 6 § 1b of the GDPR. The legal basis for the processing of personal data under Section 6(B)(a)(iii) is the data subject's consent (article 6 par. 1 a of the GDPR).

E. Information on Recipients of the Personal Data

(i) Personal data will be processed by the Program Partners' employees only on a need-to-know basis and solely for the purposes specified under Section C above.

(ii) Each Program Partner (may, in their role as independent data controllers and subject to their own privacy policies, assign the execution of specific processing of the data to third parties (such as to photographers and video editors for the creation of the audio-visual material, and so on) who shall be bound by their respective contracts or other legal obligations setting out their confidentiality obligations and who shall process the data, as data processors, exclusively in order to provide their services to the assigning partner and not for their own benefit.

(iii) Personal data may be transferred to any competent public bodies and authorities (e.g., judicial courts, prosecutors, tax authorities etc.) upon a respective request or order issued therefrom.

(iv) Personal data may be transferred to lawyers, law firms, court bailiffs in order to protect the legal interests of Program Partners. Personal data may be transferred between Program Partners for the purposes set forth in Section C above.

F. Information of Transfers of Personal Data Outside the European Economic Area (EEA) and the United Kingdom (UK)

No transfer of personal data outside the EEA or the UK will take place.

Nevertheless, should any personal data processed by the Program Partners be transferred to or accessed to by other entities of the same company group which are located outside the EU or the UK in non-adequate countries (as determined by the EU Commission and the UK Government), such transfer shall be regulated by the relevant intra-group data transfer agreements in compliance with the provisions of Chapter V of the GDPR.

G. Rights of Data Subjects

Each data subject (applicant/Participant) holds the right, under the terms and conditions set out here in accordance with the relevant legislation, to request from each respective Data Controller, as defined herein, access to, and rectification or erasure or restriction of the processing of data concerning them, as well as the right to transfer data to another data controller. Especially with reference to the right of data rectification, the applicant/Participant holds the right to request from each respective Data Controller, as defined herein, without undue delay, the rectification any inaccurate personal data concerning him/her by submitting the relevant documentation, proving the need for rectification. Taking into account the purposes of the processing, the applicant/Participant has the right to have incomplete or invalid personal data completed or rectified, including by means of providing a supplementary statement, only if this is completed before Program submission date deadlines.

Where the legal basis of data processing is consent, the related data subject holds the right to withdraw his/her consent at any time, without affecting the lawfulness of processing based on consent given before its withdrawal.

The data subject may exercise the above rights as follows

- If to CAF: info@caff.foundation
- If to Viohalco:
- If to SEV:

The data subject holds the right to lodge a complaint with the Hellenic Data Protection Authority (1-3 Kifissias Avenue, Athens 115 23, Greece, Tel: +30 210 64 75 600, Email: contact@dpa.gr), if they believe that their personal data rights are being violated.

Program Partners have taken all appropriate technical and organizational measures to safeguard the implementation of the legislation and the suitable security level for applicants'/Participants' personal data.

7. Other terms and conditions

- The present Terms and Conditions, together with the appendices attached hereto, govern the operation of and participation in the Program as a whole, and each applicant and Participant accepts these Terms and Conditions by signing and submitting their respective applications and documents.
- CAF reserves the right to modify, update, or amend these Terms and Conditions at its own discretion. Notice of any changes will be communicated to Participants and applicants via appropriate channels, such as email.
- If any provision of these Terms and Conditions is invalid, then that provision will be deemed to have been removed from the Terms and Conditions without affecting the rest and the remaining provisions of the Terms and Conditions will continue to be valid and enforceable.
- These Terms and Conditions are governed by Greek law and any disputes arising out these Terms and Conditions shall be subject to the exclusive jurisdiction of the Courts of Athens.

CANDIDATE PRIORITY:

- All candidates shall be evaluated on the basis of the criteria set out below, and those with the highest point rankings shall be invited to accept the places available for the this intake.

APPENDIX I:

CAF Work Selection criteria

Selection criteria	Definition	Priority
Age	Candidates must be 18 years or older .	Mandatory
Legal Work Authorization	Must possess or be eligible to obtain a valid work permit in Greece , in accordance with Greek labor laws.	Mandatory
Years of living in Greece	Must have lived in Greece for at least 1 year	Mandatory
Physical Fitness	Must submit an Athlete Health Card filled out and signed by a cardiologist, and an Athlete's Medical History Document.	Mandatory
Greek language	Proficiency at Level 1.2 (intermediate level). Candidates will undergo a language	High

	skill assessment to identify any gaps and areas for improvement.	
Education or Professional qualification	Must have a vocational school degree or proven skill certifications in relevant trades (e.g., Electrician, Car Repair Mechanic, General Mechanic etc).	Preferred
Relevant Job experience	Prior experience in relevant jobs is highly preferred: <ul style="list-style-type: none"> • Factory/Plant operations • Construction/Building sector • Mining • Metalworking/Mechanical repairs • Marine Sector 	Preferred
English language	Basic understanding of English (Level A1 or above) is preferred, especially for safety guidelines and equipment manuals.	Preferred
Willingness to commute daily	Must be willing to commute daily to operations located in Voiotia (Oinofyta & Thisvi). Company-provided buses are available.	Mandatory (in case of job offer)
Willingness to work in shifts	Candidates must agree to work rotating shifts , including both day and night shifts.	Mandatory (in case of job offer)