

## Volunteer Policy – Entrepreneurs for Entrepreneurs (OVO)

### Why volunteer with OVO?

At OVO, we believe that real change is driven by equal partnerships and by strengthening entrepreneurship where the potential is greatest. Africa is rich in talent and ambition, yet many entrepreneurs lack expertise, capital and access to investors. Together with our volunteers — experienced entrepreneurs and experts — OVO bridges this gap.

### Our volunteers are not bystanders, but co-builders.

They turn collaboration into a strategic force, entrepreneurship into a lever, and ambition into reality — today and tomorrow.

### Our commitment to you

- A clear volunteer agreement.
- An introduction, guidance and the information you need to take on your role with confidence.
- An environment where you can learn, share your expertise and grow together, through trainings, workshops and a strong network of engaged entrepreneurs and experts.
- A warm and respectful collaboration in which your contribution truly matters.

### What we expect from you

- Reliable commitment in line with agreed arrangements.
- Respect for OVO's values, objectives and reputation.
- **Proactive participation:** attending meetings, information sessions and discussions relevant to your role.
- **A critical and constructive mindset is welcome:** think along, propose ideas and actively help develop new tools or improvements. OVO needs **people who take action**.
- A professional approach to tasks, confidential information and materials.
- An active contribution to a respectful and inclusive collaboration.

### How do you get started? (Recruitment & onboarding)

1. **Welcome email and questionnaire** to understand your motivation and availability.
2. **Introductory interview** to discuss your experience, commitment and expectations.
3. **Agreement & onboarding:** introduction to your team, signing of the volunteer agreement and code of conduct, access to the intranet and an OVO email address.
4. **Welcome & engagement:** participation in team meetings, information sessions, workshops and networking moments.
5. **Active involvement:** following along and helping build our dynamic organisational culture.

### End of the collaboration

Volunteering always ends in mutual consultation. We provide a handover and exit conversation so we can learn and improve together.

### Privacy

Your data will be treated confidentially and protected in accordance with GDPR regulations.