

1. Definitions

The following definitions shall apply unless the context otherwise requires:

- **“African(s)”** means African citizens or nationals who may or may not be resident in Africa; This includes legal residents of an African country with the rights to work and do business in that country.
- **“Applicant”** means an African individual that registers for the #1000WomenInDesign scholarship and submits an Application for participation in the Programme;
- **“Application”** means the online entry form completed and submitted by an individual for the Programme on the #1000WomenInDesign;
- **“Application Window”** means the period commencing from 15 March 2021 to 27 March 2021 when Applications can be submitted for the Programme;
- **“Scholarship Partner”** means an individual or entity with which Ingressive for Good partnered to provide the #1000WomenInDesign scholarship;
- **“Entity”** means a company or other legal entity incorporated or registered and resident in Africa with an African or Africans together owning directly/indirectly more than 50% of the voting rights in the entity;
- **“Scholarship” or “#1000WomenInDesign scholarship”** means Africa Women in Design Sponsorship for 1000 women in partnership with Geneza School of Design;
- **“The Nonprofit”** means Ingressive for Good;
- **“I4G”** means Ingressive for Good;
- **“Successful Applicants”** means Applicants who are selected to participate in the relevant Programme cycle;
- **“I4G Alumni”** are ‘Graduates of the Programme’, i.e. Scholarship recipients who have completed all the learning modules and met with a certificate of completion by the Geneza School of Design;
- **“I4G Network”** is the online community of I4G Alumni based on the #1000WomenInDesign for continuous engagement and opportunities;

2. Terms and Conditions

- 2.1. These Terms and Conditions as well as the Eligibility Criteria, Application Process and Selection Process are collectively referred to as the Rules of the Programme (“Rules”).

- 2.2. These Terms and Conditions constitute the binding obligations of the parties and shall be governed by and construed in accordance with the laws of Nigeria and the United States of America.
- 2.3. These Terms and Conditions are valid throughout the duration of your scholarship from the date of acceptance.
- 2.4. You must read these Terms and Conditions in full. In accepting a scholarship from the Nonprofit, it is understood that you have read and agree to comply with these Terms and Conditions.
- 2.5. Please note, if you are under 18 years of age, your parent or guardian must read and consent to these terms and conditions on your behalf.
- 2.6. Successful applicants shall be subject to these rules and other guidelines published by Ingressive for Good from time to time for the running of the Programme.
- 2.7. I4G reserves the right to change the title of the scholarship awarded depending on funding contributions from external parties. Any changes to these Terms and Conditions will be communicated promptly to the recipient.

3. Application

- 3.1. Applicants are not required to make any purchase or payment in order to access the website, submit an Application or become eligible for the Programme.
- 3.2. I4G reserves the right to verify the validity of entries and to disqualify any Applicant for tampering with the entry process or failing to make entries as specified by the Rules.
- 3.3. No corruption of, defect in, failure or delay in the delivery of any email communication from I4G will entitle an Applicant to an extension of any deadline, or otherwise entitle an Applicant to make any form of claim.
- 3.4. By applying for this Programme, each Applicant attests that their Application:
 - Is true and correct in responses;
 - Does not infringe or violate the rights of any third party, including but not limited to, ownership, copyrights, trademarks, patents, logos, licensing rights, rights of publicity or privacy or any other intellectual property rights.
 - Is not contrary to any applicable laws.

- 3.5. The Nonprofit shall reject applications which, in the reasonable opinion of the Nonprofit:
- Are deemed to be male;
 - Contain any content that is likely to be considered offensive by the Nonprofit or could reflect negatively the name, reputation, or goodwill of the the Nonprofit or Entities associated with the the Non-profit and other parties acting on its behalf;
 - Contain incorrect contact information or false data entry;
 - Defames, misrepresents, or insults any third parties;
 - Poses adverse risks to the environment, human lives or property
 - Promotes or is sympathetic to any political agenda;
 - Are affiliated to terrorist or other illegal activity;
 - Below 15 and above 45 years of age;
 - Such Application ought to be disqualified.
- 3.6. The Nonprofit reserves the right, in its absolute discretion to disqualify any Application, Successful Applicant or I4G Alumni at any point during the Programme, without granting any opportunity for challenge, if it has reasonable grounds to believe that the application:
- Has been made fraudulently, or contains any false or misleading statement;
 - Has provided false data or has made a rude, false or misleading remark;
 - Has breached any of the Eligibility Criteria or other Rules;
 - Has infringed on any intellectual property of any other person;
 - Was made in breach of any applicable law; or
 - It is in the interest of the Programme to disqualify such Application.
- 3.7. Communication with Successful Applicants shall be by email to the address provided on the Application form, and via the #1000WomenInDesign. The Nonprofit shall not be responsible for the reliability or otherwise, delayed receipt or non-receipt of any email communication.
- 3.8. Where an Applicant is unsuccessful at the point of selection to the Programme, the Applicant shall receive an email within 14 working days of the decision notifying the Applicant.

- 3.9. By applying, Applicants acknowledge that other Applicants may have submitted applications that may be similar to their entry, and that Applicants will not be entitled to any compensation or right to negotiate with the Nonprofit over such matters.
- 3.10. The Successful Applicants are responsible for ensuring they are able to accept the place on the Programme as set out in these Terms and Conditions.
- 3.11. All entry instructions form part of these Terms and Conditions. By entering this Programme, all Applicants will be deemed to have accepted and shall be bound by the Terms and Conditions.

4. Eligibility

- 4.1. Due Diligence shall be carried out on the Successful Applicants to verify eligibility prior to any potential offer of a placement in the Programme. Applications that do not meet all or some of the eligibility criteria will not be accepted or will be dropped during the Programme.
- 4.2. The Programme is open to female Africans in Africa who are youths aged 16 years to 45 years interested in building a design skill (brand identity, graphics or product design).
- 4.3. Having a financial need prioritizes consideration for the applicant.
- 4.4. Must be a little tech-savvy with little or no skill in design
- 4.5. Proof of Nigerian/African citizenship
- 4.6. Must have intentions of impacting Africa with this skill or interested in upskilling in design and probably pursuing a career in design
- 4.7. Must have the resources and time to take the courses
- 4.8. A history of participation in the local tech ecosystem could be a plus
- 4.9. Must show positive potential for – employability, potential growth rate, impact, etc.
- 4.10. In good social standing (no racial slurs, sexist slurs, or any negative social activity)
- 4.11. Other requirements deemed necessary by Ingressive For Good and Geneza.

- 4.12. Applicants must have the legal right to work in the African country.
- 4.13. Applicants must complete an online entry form through the #1000WomenInDesign dedicated url to apply for the Programme.

5. Ineligibility/Disclosure of Conflict of Interest

- 5.1. Employees from either the Ingressive for Good or companies within the Ingressive conglomerate are not eligible to apply for the Programme, either individually or as part of a team or Entity.
- 5.2. The Nonprofit's agents involved in the creation and administration of this Programme are excluded from participation.

6. Application Process and Selection Criteria

- 6.1. All Applications must be submitted online through the #1000WomenInDesign web page , which will open from 15 March 2021 and close on 27 March 2021 (the "Application Window")
- 6.2. The Applicants must complete an application form by answering a series of mandatory questions, upload required documents and identification materials. Personal information supplied in the application form such as names, addresses and date of birth must tally with identification documents provided.
- 6.3. The Applicant must provide current correspondence address, email and telephone numbers and keep the Nonprofit informed of any changes.
- 6.4. Upon submission of the application form, an email confirming receipt will be sent to the Applicant. Once submitted, applications cannot be altered or amended.
- 6.5. Review of applications will commence immediately and shortlisting of Applicants will take place following the close of the Application Window on 27 March 2021.
- 6.6. The selection will be carried out by the Nonprofit selection team and an independent application review consultant appointed by the Nonprofit using specified selection criteria to select the best-qualified Applicants from the pool of applications. These criteria are:
 - Feasibility: The possibility of an applicant being selected to complete the programme in its entirety;
 - Financial Status: An applicant's ability to handle the financial requirements of the programme prior to receiving a scholarship;

- Potential Outcome: understanding of an Applicant's skill set prior to engagement in the programme and potential thereafter;
 - Hireability: Demonstrates potential to be hired or build a career to build an African company, teach others and eventually create jobs and wealth;
 - Leadership Potential, Soft and Hard Skills: Applicant has demonstrated leadership potential, capable of impacting Africa with this skill and upskilling other youths in Africa. Applicants must also exhibit strong passion and commitment.
- 6.7. Applicants who meet the selection criteria would be contacted via the contact email indicated in their application.
- 6.8. If Applicants are offered a place in the Programme, they will be expected to execute a legal agreement with the Nonprofit, by signing a Participation Agreement.
- 6.9. Applicants must accept the scholarship within 3 working days, otherwise the offer lapses.
- 6.10. There will be a waiting list made up of Applicants who have points closest to the shortlisted applicants. Slots, which become available due to a lapsed or rejected offer shall be filled from the waiting list (buffer). Applicants who are on the waiting list be informed that they are on a waiting list and receive an offer should a slot become available.
- 6.11. Communications with the Applicants will primarily be by email, from the Nonprofit's designated email address to the email address provided by the Applicant on the submission form. Applicants are therefore advised to store the Nonprofits contact details in their email address books to avoid the email from being delivered to their spam folder.

7. The Programme

- 7.1. The Nonprofit will select 1000 applicants to join the Programme. An applicant is eligible to participate in only one cohort and track of the #1000WomenInDesign.
- 7.2. A Programme cycle equates to completing your path on the Geneza training program, participation in the slack and social groups and development of design projects.
- 7.3. All Successful Applicants must be available to commit to the Programme cycle once accepted. Any Applicant who is not committed to the time frame to be advised by

the Nonprofit will not be accepted or will be dropped from the Programme.

- 7.4. Applicants must enroll in the programme within 3 working days, otherwise the offer lapses.
- 7.5. Applicants who are inactive after 14 days of enrollment will be disqualified.
- 7.6. If the participant fails to complete the tasks assigned in the Programme within the stipulated timelines or to put in the minimum required number of contact hours with their assigned Mentors, or fail to submit their assignments and projects within the review timeline, then I4G reserves the right to terminate placement in the Programme.
- 7.7. Any Successful Applicant who does not fulfil all the commitment requirements will be dropped from the programme. Access to programme materials and Mentors will also be denied to a Successful Applicant who drops off at any stage before the completion of the Programme without obtaining the consent of the Nonprofit.
- 7.8. Requests for any proposed long-term absence from the Programme must be agreed to by the Nonprofit in writing prior to the Applicant taking the time out of the Programme and shall only be allowed in extraordinary circumstances. Requests shall however be assessed by the Nonprofit on a case-by-case basis.
- 7.9. Primary communication with the successful applicant will be via the email provided by the applicant or through Slack, telegram or the provided phone number. The Nonprofit will not be paying cash into the applicant's bank account as all fees have already been paid to Geneza. To receive the final certificate, all successful applicants must comply with all stipulated requirements, including provision of certain documents and obeying instructions as required by the Nonprofit.
- 7.10. The Successful Applicants that have progressed with their training and projects sufficiently may also apply for the talent placement program. The specific terms of qualification and application shall be made available at the relevant time.
- 7.11. If the Nonprofit deems that any Successful Applicant has brought the Programme and the Nonprofit into disrepute, their scholarship will be revoked and placement in the Programme will be immediately terminated.
- 7.12. By entering, Applicants agree to participate in any reasonable publicity arranged by the Nonprofit e.g. photo shoots, videos and interviews and waive their rights to any images of themselves taken as a result of applying or being selected under the Programme. The Nonprofit shall be entitled to use all such photographs, films, audio

or other recording in any medium including digital, electronic, print, television, film, radio or other media in furtherance of promotion of the Programme or the Nonprofit or its affiliates. Where necessary, the Nonprofit may require a signed image rights waiver form from the Applicant in furtherance of this waiver. The Nonprofit may invite Successful Applicants to take part in promotional activities at the Nonprofit's expense.

- 7.13. Successful Applicants are not permitted to speak or write publicly about the internal workings of the process or to purport to be knowledgeable of the reasons why the Nonprofit has selected and supported them.
- 7.14. I4G Alumni are expected to proactively engage with the Nonprofit (while not imposing on work commitments) in terms of marketing communications activity to amplify their experience throughout the year.
- 7.15. The Nonprofit and any person acting on its behalf will not be responsible for any damage, loss, injury suffered by any entrant entering the Programme or as a result of accepting any prize. Nothing shall exclude the Nonprofit's liability for death or personal injury as a result of its negligence.
- 7.16. If for any reason the Programme is not capable of running as planned due to reasons beyond the reasonable control of the Nonprofit, the Nonprofit shall not be liable for failures to comply with these Terms & Conditions and shall endeavour to communicate with all affected parties at the earliest possible opportunity.
- 7.17. The decision of the Nonprofit shall be final and binding and no correspondence will be entered into on the same.
- 7.18. The Nonprofit assumes no responsibility for damages, losses or injuries that result from participation in this Programme or acceptance to be part of the Programme.

8. Travel and Visa expenses

Successful Applicants will not be required to travel for the training as it is stipulated to take place online. In the event of meetups, celebrations, etc. the applicant is at liberty to be physically present or absent. All costs relating to travel and where applicable, obtaining a visa to attend those events shall be borne by the applicants.

- 8.1. Successful applicants from Non-ECOWAS countries (with few exceptions) will be required to obtain a Nigerian Visa to be able to attend the events where applicable. The Nonprofit shall provide an invitation letter and will liaise with Successful Applicants to ensure they have all documentation and information required to enable the process of obtaining a visa. Applicants shall however have sole

responsibility for applying for and securing their Nigerian Visas. Successful Applicants are therefore advised to commence the visa application process immediately they become aware of likely events' date or at least 4-6 weeks prior to the date.

- 8.2. For the avoidance of doubt, the Programme does not include any costs of a personal nature not explicitly set out in these terms and conditions.
- 8.3. The Nonprofit will not be liable for any injury, loss or damage to property or life arising from attending the likely events provided that such injury, loss or damage did not arise from the negligence of the Nonprofit. Each Successful Applicant is responsible for ensuring their safety during any Ingressive for Good event. The Nonprofit shall not be liable for any loss arising from Successful Applicants leaving likely event venues or for engaging in any activity outside the activities designated by the Nonprofit.

9. Privacy Policy

- 9.1. By applying to the Programme, Applicants consent to have details of their Application – other than commercially sensitive information – featured in any media or promotional activity for the Programme being carried out by the Nonprofit. The Nonprofit will contact Applicants in advance of any media request for interviews. Successful Applicants shall not grant interviews about the programme independently of the Nonprofit and are required to inform the Nonprofit of any media request for interviews they receive directly. Failure to notify the Nonprofit may result in disqualification from the Programme.
- 9.2. The Nonprofit will only use the personal details supplied for the administration of this Programme, and for no other purpose except with the Applicant's consent.
- 9.3. The Mentors are required to sign a non- disclosure agreement as it relates to personal information which may come into their possession during the Programme and are committed to maintaining the highest ethical standards.
- 9.4. The name, country and profile of each Successful Applicant will be made available for public relations purposes globally. Each individual will be asked to provide a profile and photo once they join the Programme and this will be held on the closed group Programme website, as well as the Nonprofit's public website.

10. General

- 10.1. Devices, Internet access and adequate English language skills are required for the Application process. Candidates with no tech-savvy, English reading or speaking skills need to translate the application content at their own cost.
- 10.2. All Successful Applicants are required to respond promptly to requests for information from the Nonprofit.
- 10.3. This Programme is governed by the laws of the Federal Republic of Nigeria and the United States of America and Applicants submit to the exclusive jurisdiction of the Nigerian and American Courts.