



## BAG Sponsored Graduate Scheme Policy & Agreement

### Terms and Conditions

#### Scheme Objectives

The Bassadone Automotive Group (BAG) Student Graduate Sponsorship Scheme aims to support and nurture possible future talent for the Group by providing financial assistance, practical work experience and career development opportunities. These terms and conditions outline the requirements, benefits and obligations associated with the sponsorship scheme.

#### Definitions

- Sponsorship: Financial and professional support provided by BAG to the student.
- Student: The individual who receives the sponsorship.
- Company: Bassadone Automotive Group

#### Scope

This policy applies to all undergraduate and postgraduate students who are eligible and selected for the Sponsored Graduate Scheme at BAG.

#### Eligibility Criteria

To be eligible for the Sponsored Graduate Scheme, applicants must:

- Be enrolled in a recognised university or college program relevant to a career field related to our business.
- Demonstrate academic capabilities.
- Exhibit leadership potential and commitment to their chosen career.
- Be available for summer internships or practical training sessions as required by the company.
- Have no existing sponsorship agreements with other companies.

Additional desirable criteria:

- Students who feel aligned to our corporate Vision & Values.
- Students who participate in extracurricular activities or are actively involved with charitable organisations and/or participating in charity events.

#### Application Process

The application process includes:

- Submission of a CV
- Provision of academic transcripts and a letter of recommendation from a tutor.
- A personal statement outlining career goals and reasons for applying.
- An interview process, if shortlisted.

Selection will be based on academic merit, information given during the application process as well as proven behaviours aligned to the Company Vision & Values.

All documents to be emailed to Katrina Fortunato, People Operations Manager, BAG.

[Katrina.Fortunato@bassadone.gi](mailto:Katrina.Fortunato@bassadone.gi) by closing date.

#### Sponsored Graduate Scheme Benefits

**Financial Support:** £1000 per academic year to be used towards educational expenses.

**Internships:** Paid internships during the summer period or other academic breaks.

**Mentorship:** Access to professionals and trained mentors within the company.



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**Employment:** Whilst there is no obligation or guarantee to offer employment at the end of the studies, the company values talent and the student may be identified as a potential candidate for consideration for any current or future roles.

### Responsibilities of Sponsored Students

Sponsored Students are expected to:

- Maintain the required academic standards.
- Complete their education within the agreed timeframe.
- Participate actively in internships and training events. Students are required to take up an internship with the company if offered at least by the second year of sponsorship. Adhere to the company's code of conduct and policies during internships.
- Actively engage with the company and represent the company positively.

### Monitoring and Evaluation

- The student's academic performance will be reviewed on an annual basis.
- Internship performance will be assessed through feedback from supervisors.

### Termination of Sponsorship

The company reserves the right to terminate the sponsorship and/or request the student to repay sponsorship funds if the student:

- Fails to maintain the required academic standards.
- Does not fulfil internship commitments as outlined above.
- Engages in misconduct or violates company policies.
- Voluntarily withdraws from the educational program or switches to an unapproved field of study.
- Takes any action which negatively affects company reputation.
- Violates the terms and conditions of the sponsorship agreement in any other way.

### Review and Amendments

This policy will be reviewed annually to ensure its effectiveness and relevance. Amendments to the policy will be communicated to all stakeholders in a timely manner.

### Contact Information

For any questions or further information, please contact:

[People@bassadone.gi](mailto:People@bassadone.gi)

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### Acknowledgement of Receipt and Acceptance of BAG Graduate Sponsorship Scheme

I, [Student Name], have read and understood the terms and conditions of the BAG student Graduate Sponsorship Scheme. I agree to abide by these terms and conditions and fulfil all obligations as a sponsored student.

Signature:.....

Date:.....