



GERDAU VOLUNTEERING GAMES – GLN OFFICIAL RULES (2025)

WHAT ARE THE GERDAU VOLUNTEER GAMES?

The Gerdau Volunteer Games are a competition promoted by The Gerdau Institute to encourage volunteer activities with NGOs, Non-Profit Organizations, and Public Schools in the regions where the company operates.

WHO CAN PARTICIPATE?

Participation is exclusive to Gerdau employees in the participating countries.

HOW TO PARTICIPATE?

1. **Form your team:** Appoint two leaders and register your team on the Gerdau Volunteering Portal.
2. **Choose an NGO:** Support a NGO, Non-Profit Organization, or Public School.
3. **Conduct a diagnostic visit:** Understand the needs of the chosen organization.
4. **Plan and register your volunteer event:** Define activities, required materials, and mobilize volunteers.
5. **Execute the volunteer action:** Get your hands dirty and record everything on the portal.
6. **Report the results:** Submit photos, videos, and details about the action's impact.

HOW DOES THE SCORING WORK?

- **Team registration:** 100 points.
- **Diagnostic visit:** 500 points.
- **Activity report:**
 - ✓ 250 points per completed event.
 - ✓ 50 points per unique volunteer with confirmed presence (each person counts only once).
 - ✓ 50 bonus points for submitting photos/videos in each completed volunteering event (no matter the number of photos/videos).

WHAT ARE THE EXTRA STAGES?

- **Flash Challenges:** Surprise tasks that award extra points.

HOW WILL THE PRIZES BE AWARDED?

Winning teams in each size category (MRM, Mills/Corporate and Downstream) will receive a trophy.

Each winning team will nominate one benefited NGO to receive a donation of \$ 1,650.

This NGO must either: (a) Develop projects directly aligned with one of Gerdau's social impact pillars — Education, Housing, or Recycling; or (b) Have hosted a volunteer activity clearly connected to one of these pillars, as carried out by the winning team.



IMPORTANT DATES

Team registration, event registration and reporting:
07/14/2025 to 10/31/2025.

Results announcement: 11/14/2025.

WHAT ELSE SHOULD I KNOW?

All events must be registered on the Portal. Other means will not be accepted.

Teams that do not follow the rules will be disqualified.

Omitted cases will be resolved by the Organizing Committee.

The regulation may be amended by Instituto Gerdau at any time.

QUESTIONS?

e-mail:

Brittany.powell@gerdau.com

Need local help? Check the Organizing Committee.

ANNEX

- ANNEX I – STAGES & SCORING EXPLAINED

Read the annexes!!!

ORGANIZING COMMITTEE

- Brittany Concepcion – GLN
- Natasha Chornie - GLN
- Maham Egloff - GLN
- Gleise Anne de Souza Almeida – Instituto Gerdau
- Marcela Coelho – Gestão Origami
- Marcelo Nonohay – MGN

ANNEX I

UNIT SIZE CLASSIFICATION

Teams will be automatically classified by the category of their unit: MRM, Mills & Corporate Offices and Downstream. Teams compete only with others from similar-sized units. Note that MRM units are grouped in teams.

Unit Distribution by Size:

Category	Team / Unit
MRM	Team North Central Ops
	CA10 Brantford MRM
	CA10 Cambridge MRM
	CA10 Cornwall Metallica RM
	CA10 Fair Rd Metallica RM
	CA10 Guelph Metallica RM
	CA10 Lindsay Metallica RM
	CA10 London Metallica RM
	CA10 Mississauga Metallica RM
	CA10 Napanee Metallica RM
	CA10 Oshawa Metallica RM
	CA10 Ottawa Metallica RM
	CA10 Toronto Metallica RM
	Team South Central Ops
	US10 Dyersburg Metallica RM
	US10 Jackson Metallica RM
	US10 McKenzie Metallica RM
	US10 Milan Metallica RM
	US10 Murray Metallica RM
	US10 Paris Metallica RM
	US10 Scotts Hill Metallica RM
	US10 Sikeston Metallica RM
	US10 Trezevant Metallica RM
	US10 Union City Metallica RM
	Team Midwest Ops
	US10 Bismark Metallica RM
	US10 Fargo Metallica RM
	US10 Jamestown Metallica RM
	US10 Minot Metallica RM
	Team South East Ops
	US10 Chattanooga Metallica RM
	US10 Oklahoma Metallica RM
	US12 Charlottesville Metallica RM
	US12 Lynchburg Metallica RM
	US12 Roanoke Metallica RM
	US12 South Boston Metallica RM

Category	Team / Unit
MILLS & CORPORATE OFFICES	CA10 Cambridge Steel Mill
	CA10 Canadian Regional Office
	CA10 Manitoba Metallica RM
	CA10 Manitoba Steel Mill
	CA10 Metallica RM Office
	CA10 Whitby Metallica RM
	CA10 Whitby Steel Mill
	Jackson Steel Mill
	Monroe Steel Mill
	US10 Cartersville Steel Mill
	US10 Charlotte Steel Mill
	US10 Jackson Steel Mill
	US10 Tampa Office
	US10 Wilton Steel Mill
	US11 Midlothian Recycling
	US11 Midlothian Steel Mill
	US12 Petersburg Steel Mill
	US22 Fort Smith Steel Mill
DOWNSTREAM	CA10 Saint Jean Rail Products
	US10 Duluth Grinding Ball
	US10 Lancaster Rail Products
	US10 MFT
	US10 Paragould Rail Products
	US11 Midlothian GMSP
	US17 Sand Rail Products
	US19 Midlothian Transport
	US27 Solar Pile Midlothian

ANNEX II

STAGES AND SCORING

MANDATORY STAGES

Team Registration – The team leader must provide the **team name** and designate **two Leaders** who will be responsible for the volunteer team. Other participants who wish to join the team must go to the "**Actions**" page, select one of the team's actions, and click "**I Want to Participate.**"

- **Scoring:** 100 points per team

Selection of NGO – In this edition, teams may carry out volunteer actions for one or more organizations. However, at the end of the Games, each team ranked in first place in each categories must designate only one institution to receive a donation.

The team must also ensure that all supported organizations have updated bylaws.

Diagnostic Visit - Each team must select an NGO where they will carry out their volunteer activities. It is important to conduct a visit to the NGO so the team can better explain the Gerdau Volunteering Games and also understand the institution's context and needs. During the visit, team members may take a selfie and upload it to the portal.

- **Scoring:** 500 points per team

Planning the Volunteer Event and Registering the Action on the Portal - Teams must plan one or more volunteer actions they intend to carry out, considering all possible activities, required materials, and how to mobilize volunteers to implement them.

When registering the event, the volunteer responsible for it — called the Action Leader (not to be confused with the Team Leader) — must assign the event to only one team participating in the Games.

An event cannot be linked to more than one team.

Teams may carry out one or more events within the program deadlines. A single volunteer event may include various different activities, which may take place on one or multiple days — for example: lectures, workshops, clean-ups, space organization, among others.

Carrying Out the Activities at the NGO - This stage is the moment to get your hands dirty and bring the ideas to life. Scoring depends on recording the results on the portal in the next stage. The team will only receive points for the volunteer event after completing the Activity Reporting (submission of results).

Activity Reporting (Submitting the results on the portal) - This is the main stage of the GAMES and consists of submitting the results of the event carried out by the team.

In addition to reporting the results, teams can also earn 500 bonus points by submitting photos or screenshots that illustrate the activities performed. Regardless of the number of photos or actions reported, this bonus will be granted only once per team.

Events will only be eligible for points if they have the status "Completed." Marking the event as completed is the responsibility of the Action Leader (the person who created the action).

Scoring:

- **Per Completed Event:** 250 points for each completed event.
- **Per Unique Volunteer:** 50 points for each unique volunteer with confirmed presence in the team's actions.
- **For Photo and Video Submission:** 50 bonus points for submitting photos/videos in each completed volunteering event (no matter the number of photos/videos)
- **Deadline:** 07/14/2025 to 10/31/2025

EXTRA STAGES

The extra stages included in the GAMES are:

Flash Challenges – In parallel with the official stages, surprise and non-mandatory tasks will be launched, allowing teams to earn extra points. It is important to stay tuned to the official communications of the Gerdau Volunteering Games to avoid missing these opportunities.