

2024 PERSOLKELLY Future Scientist Award

Competition Terms and Conditions

1. This competition is known as the 2024 PERSOLKELLY Future Scientist Award ("**Competition**").
2. This Competition is run by **PERSOLKELLY Australia Pty Ltd (ABN 40 124 764 245)** of 47 Burswood Road, Burswood WA 6100 ("**PERSOLKELLY**").
3. Instructions on how to enter and other details contained within promotional advertisements for this Competition form part of these terms and conditions ("**Terms and Conditions**").
4. By participating in this Competition entrants agree to be bound by these Terms and Conditions.
5. The Terms and Conditions of this Competition are governed by the laws of the State of Western Australia. Entrants irrevocably submit to the jurisdiction of the courts and tribunals in Western Australia.
6. The Competition commences on 15 October at 9:00am (EST) and will end at 11:59pm (EST) on 15th November 2024 ("Competition Period").

How to enter

7. To be eligible to enter the Competition, the entrant must:
 - a. either:
 - i. be in the in final semester of their studies for; or
 - ii. have completed their studies in the 12 months prior to entering this Competition, an undergraduate, masters, or doctoral degree in a science-based academic discipline; and
 - b. be an Australian citizen or a resident of Australia with unrestricted rights to work in Australia.
8. To enter the Competition, an entrant must:
 - a. state in 250 words or fewer why they should be named the 2024 Future Scientist; and
 - b. submit their application and a copy of their resume via <https://www.persolkelly.com.au/future-scientist-award/> before the end of the Competition Period.
9. Entry to the Competition is free. Entrants will be responsible for all costs associated with entering the Competition, which may include costs associated with accessing the internet. For the avoidance of doubt, PERSOLKELLY does not charge a fee for entrants to enter the Competition.
10. By participating in this Competition entrants agree to be bound by these Terms and Conditions. By entering into this Competition, an entrant acknowledges that they have read, understood, accepted and agreed to be bound by these Terms and Conditions.
11. By entering the Competition, any entrant who is a natural person agrees he/she is over the age of 18 years' old or, if under the age of 18 years' old, that he/she has his/her parent's or legal guardian's consent to enter the Competition.
12. Each entrant may only enter the Competition once.

13. Staff employed by PERSOLKELLY and their immediate family members are not eligible to enter the Competition.

Prize and Prize draw

14. Following the close of the Competition Period, all applications will be reviewed by PERSOLKELLY and selected entrants will be contacted to complete one or more interviews with PERSOLKELLY ("**First Round**"). All entrants agree to be available for further interviews and other activities as set out in these Terms and Conditions.

15. From the pool of entrants who are selected and interviewed in the First Round, a final pool of 42 entrants (as set out below) will be selected by PERSOLKELLY and asked to present to a panel of judges that comprises talent acquisition professionals from leading companies in the life sciences industry ("**Presentation**").

REGION	NO. OF SELECTED ENTRANTS TO PRESENT
NSW + ACT	8 (NSW) + 2 (ACT)
WA	8
SA	8
VIC	8
QLD	8
TOTAL	42

16. The Presentation will take place on the week commencing 25 November in each region.

17. The entrants selected for Presentation will be required to do so in-person at a PERSOLKELLY location, to be advised.

18. Following the Presentation, the panel of judges will select one first place winner for each Region set out in the table above on or before 28 November 2024. Each winner will be selected on merit and at the sole discretion and determination of the panel of judges and PERSOLKELLY. The decisions of both the panel of judges and PERSOLKELLY will be final and cannot be contested and no further correspondence will be entered into.

19. Each first place winner will receive one \$1000 Visa gift voucher ("**Prize**"). A maximum of five (5) \$1000 Visa gift vouchers are available as Prizes.

20. Each winner will be contacted by phone or in-person (followed by a written confirmation) within seven (7) days from the date of being named a winner using the contact details supplied by the entrant when entering into the competition ("**Winner Notification**").

21. A winner may choose to either collect their Prize in-person from PERSOLKELLY or have the Prize mailed to them at their nominated address by registered post.

22. If a winner does not either collect their Prize in-person or provide instructions to PERSOLKELLY to mail them their Prize in accordance with rule 20 above, then within twenty-one (21) days of receiving the Winner Notification, the uncollected Prize will be deemed as forfeited by the winner. PERSOLKELLY may re-distribute any forfeited Prize at its sole discretion and in any manner, it sees fit to do so.

23. Prize are not redeemable for cash or an alternative prize.

24. Prize are not transferrable.
25. Each winner will be responsible for all costs associated with collecting and using their Prize.
26. Each winner agrees to have their name, picture, age, school and suburb published by PERSOLKELLY on any platforms for publicity purposes..

General

27. By participating in the Competition, all entrants agree to participate and co-operate as required in all editorial activities relating to the Competition, including but not limited to being interviewed and photographed. All entrants agree that all copyright on any footage and photographs will be owned by PERSOLKELLY. If for any reason such copyright is deemed to be owned by the entrants, then the entrants grant PERSOLKELLY a non-restrictive, perpetual and exclusive licence to use such footage and photographs in all media worldwide and entrants will not be entitled to any fee for such use. Entrants must not, and must ensure they do not directly or indirectly facilitate other person/s to, sell or otherwise provide their story and/or photographs to any media or other organisation.
28. Subject to compliance with the relevant laws:
- a. PERSOLKELLY may, in its sole and absolute discretion, suspend or terminate this competition at any time;
 - b. PERSOLKELLY reserves the right to vary these Terms and Conditions at any time at its sole and absolute discretion. Any such variation will come into effect as at the date notified and published by PERSOLKELLY; and
 - c. PERSOLKELLY reserves the right to deem anyone ineligible for the Prize for any reason, with or without notice. Incomplete or indecipherable entries will be deemed invalid at PERSOLKELLY's sole and absolute discretion.
29. To the extent allowable by law, PERSOLKELLY (including its related bodies corporate, employees, agents and representatives) is not responsible or liable and shall not be held legally liable or responsible in any manner whatsoever for loss (including, without limitation, indirect, special or consequential loss or loss of profits), cost, expense, damage, personal injury or death which is suffered or incurred (whether or not arising from any person's negligence) either during or after the Competition and arising in any way out of:
- a. this Competition or a Prize;
 - b. any accident, loss, injury or damage to any individual or property whether direct or indirect, whether in contract, tort, negligence or otherwise arising out of or in connection with the Competition or the Prize;
 - c. any undelivered emails due to an entrant's spam filters or email settings or any technical difficulties or equipment malfunction;
 - d. any variation in the value of the Prize from the time of printing promotion materials;
 - e. any failure or inability to provide or delay in providing a Prize; or
 - f. any breach of these Terms and Conditions or any term implied by law (including by statute) by PERSOLKELLY, its related bodies corporate or their respective employees, agents or representatives.
30. For the avoidance of doubt, where liability cannot be excluded, the maximum aggregate liability of PERSOLKELLY and its related bodies corporate to any party, howsoever arising from or in connection with this Competition or Prize is the maximum of AUD \$1,000.
31. PERSOLKELLY and its related bodies corporate accept no responsibility whatsoever for any tax liabilities or implications that may arise from winning or receiving the benefit of a Prize and independent financial advice should be sought by the

respective winner. Any liability for tax that applies in connection with the competition and the provision of the Prize is the sole responsibility of the winner.

32. PERSOLKELLY may, in its sole and absolute discretion, prohibit an entrant's participation in this Competition, cancel a Prize or otherwise cease to provide any benefit of a Prize to a winner if the entrant or the winner, in the reasonable opinion of PERSOLKELLY, is under the influence of alcohol or any other drug, behaves aggressively or offensively, or behaves in a manner which may diminish the good name or reputation of PERSOLKELLY or any of its related bodies corporate (or of the business of PERSOLKELLY or any of its related bodies corporate), is contrary to law or is otherwise inappropriate.

33. PERSOLKELLY is not responsible for any technical difficulties with the mechanism for entry to this Competition. PERSOLKELLY accepts no responsibility for any entries not received for any reason.

34. If an entrant has a query or complaint about the Competition, please contact PERSOLKELLY at info@persolkelly.com.au.

Privacy

1. The Winner's name may be published on the PERSOLKELLY website, social media or intranet, or communicated to PERSOLKELLY employees via email. By entering the Competition, entrants grant PERSOLKELLY permission to use their full name, suburb and photograph on its website, social media and intranet for 1 year from the date of the draw.

2. By participating in the Competition, Entrants and their parents and legal guardians agree to PERSOLKELLY's Privacy Policy. PERSOLKELLY is bound by the Privacy Act 1988 (Cth). Personal information provided by an entrant and his/her parent or legal guardian to PERSOLKELLY for the purpose of entering the Competition will be collected, used and disclosed in accordance with PERSOLKELLY's Privacy Policy.

3. A copy of PERSOLKELLY's Privacy Policy is available at <https://programmed.com.au/wp-content/uploads/2022/10/Privacy-Policy.pdf> which contains information about how PERSOLKELLY collects, stores and handles personal information and provides information on how a person may access the personal information PERSOLKELLY holds about them, how such person may seek correction of that information (if necessary) and how a person may complain about any alleged breach of the Australian Privacy Laws and Principles.

4. The personal information provided by entrants and their parents and legal guardians will be used and disclosed by PERSOLKELLY to its contractors and agents strictly for the purposes of conducting the Competition or providing the Prize and may from time to time, use such personal information to send entrants information about PERSOLKELLY's products and services. PERSOLKELLY will not disclose any entrant's personal information to any third party or use such personal information for any other purposes other than as stated in these Terms and Conditions, without the consent of the entrant or his/her parent or legal guardian.

5. PERSOLKELLY may appoint an agent or contractor to assist in conducting the Competition or providing the Prize on its behalf.

6. PERSOLKELLY may also collect information about entrants from the entrant's access to PERSOLKELLY websites (for statistical purposes). This information is usually anonymous and PERSOLKELLY do not use it to identify entrants. However, due to the nature of internet protocols, such information might contain details that identify the entrants, such as the entrant's IP address, internet service provider, the web page directing the entrant or the entrant's activity on PERSOLKELLY website.

7. Entrants and their parents and legal guardians may request access to their personal information that PERSOLKELLY holds by contacting:

The Privacy Officer
Programmed Maintenance Services Ltd
47 Burswood Road
Burswood WA 6100
Email: privacy@programmed.com.au