

# terms & conditions

The Refer-A-Friend Program (“**Program**”) Terms and Conditions (“**Terms and Conditions**”) below constitute a legal agreement between the Refer-A-Friend Program participant as the “**Referrer**” (more particularly defined below) and Randstad Pte Ltd (“**Company**”), who is the legal owner of the domain name and web site [www.randstad.com.sg](http://www.randstad.com.sg) (hereafter “**Website**”).

The Program allows the Referrer to participate in the Program and receive a referral gift on these Terms and Conditions.

The Program would come into force upon the Referrer's participation in the Program and it will create a legally binding contract between the Referrer and the Company. If you do not wish to proceed on this basis, the Referrer should immediately inform the Company.

## 1. Definitions and Interpretation

1.1 In these Terms and Conditions, the following words shall have the meaning respectively ascribed to them:

“**Candidate**” means an individual who is currently registered in the database of the Company or its affiliate

“**Program**” means Refer-A-Friend Program.

“**Referrer**” means a Candidate who voluntarily participates in the Program by referring eligible friends to become a Referee.

“**Referee**” means a person who is not an existing Candidate of the Company and who has given his/her approval and whom the Referrer has referred through the Program.

## 2. Period of Validity

2.1 This Program is valid from 21<sup>st</sup> June 2016. Any referrals made before this date are not eligible for a reward under this program.

2.2 This program may be terminated by the Company at any time or amend these Terms & Conditions by providing reasonable notice on the Website.

## 3. Eligibility Criteria

3.1 The Program is open and available to Referrers who meet the following criteria:

3.1.1 Both the Referee and the Referrer must be aged 18 and over.

3. 1. 2 The Referrer must be a registered Candidate of the Company.

3.1.3 The Referee must be a new Candidate and not be an existing registered Candidate of the Company.

3.1.4 The Referrer will not be eligible to receive the referral gift under this Program in the event that the Referee is already a Candidate registered in the database of the Company at the date of referral or if the Company has already received the details of the Referee from independent sources but has not yet entered them on the Company database.

3.1.5 The Referee must be notified and have consented to their details, personal data and information being passed to the Company for this Program before the date of the referral by the Referrer.

3.1.6 Referee can only be referred to the Company once. In the event that a Referee is referred to the Company more than once, only the first person to refer the Referee to the Company (with the Referee's permission) will be eligible for a referral gift under this Program.

3.1.7 Permanent employees and contract and temporary workers working directly for the Company and its subsidiaries (for example, Randstad Sourceright) are not eligible to participate in the Program.

3.1.8 The Referrer will only be eligible to receive the referral gift if the Referee is placed with the Company's client in permanent employment within Singapore and has passed the probation period, as stipulated in the employment contract with the client.

3.1.9 The Referee must be placed in a permanent placement within 6 months of registration for this Program.

#### **4. Referrer Responsibilities**

4.1 It is the Referrer's responsibility to contact the relevant Company consultant in order to claim their referral gift or to notify the Company that the referral gift should be donated to a charity of the Company's choice.

4.2 The Referrer will indemnify the Company and its officers, directors and employees, affiliates or any of them on demand against any and all loss, damages, claims, demands, actions, costs (including legal/attorney fees), charges, expenses and liabilities of whatsoever nature incurred by or awarded to the Company and/or its officers, directors and employees, affiliates, arising directly or indirectly out of Referrer's failure to obtain consent from the Referee before any personal data or information about the Referee is passed to the Company for this Program.

4.3 The Referrer agrees that the Company will not be held liable for any loss or claim arising out of the use of any of the vouchers or products in this Program and waive all claims against the Company. The Referrer acknowledge that they would exercise such vouchers or experiences wholly at their own volition and risk.

4.4 The Referrer agrees that he or she will not make any representations, promises, warranties or other statements about the Company or the Company's Website, products, services or policies other than as may be expressly approved in writing by the Company or as otherwise provided to the Referrer by the Company for that purpose.

4.5 The Referrer is responsible for providing the full and accurate information requested by the Company in connection with the Program. Such information includes, but is not limited to, contact details about the Referee.

## **5. Terms for Earning the Referral Gift under the Program**

5.1 Subject to meeting the requirements of Clauses 2, 3 and 4:

5.1.1 The Referrer is eligible to receive shopping vouchers valued at S\$500 if their Referee(s) is placed in a permanent position by the Company. This is only applicable to the first and second successful referrals and placements.

5.1.2 Upon the third successful referral and placement, the Referrer is eligible to receive shopping vouchers valued at S\$1000.

5.2 The Company is not responsible for any taxes, as required by law, arising from the provision of the referral gift(s).

5.3 Processing for Referral Gift(s) may take 1 (one) month upon completion of Referee's probation due to authorisation and approval procedures.

5.4 In the event that the Company (for any unforeseen reason) is unable to procure the indicated gift, the Referrer will receive a substitute gift of commensurate value entirely at the Company's discretion subject to these Terms and Conditions.

5.5 If the Referrer fails to claim his/her referral gift from the Company within 6 months of becoming eligible to receive it, the Referrer agrees to waive his/her right to receive the referral gift and releases the Company from any liability whatsoever and howsoever incurred in relation to the same. The Company shall dispose of the referral gift at its own discretion.

## **6. Governing Law**

These Terms and Conditions are governed by and construed in accordance with the laws of Singapore.