

Shout out your Support Staff – ENTRY TERMS AND CONDITIONS

1. The Shout out Your Support Staff competition is organised by Hays Specialist Recruitment Limited trading as Hays Accountancy & Finance (“Hays”) of 4th Floor, 20 Triton Street, London NW1 3BF.
2. The awards are open to all UK residents aged 18 years or over, except employees of Hays (“Promoter”).
3. All entries must be submitted in English, submitted online, and comply with the entry criteria available as a link on this website. The entrant, or the entrant’s employer, must have worked on the project that is featured in the entry.
4. All entries must be submitted via www.hays.co.uk/shout-out-your-support-staff by Friday 16th October 2020 and a maximum of two entries per person is permitted.
5. Entrants whose entries are shortlisted will be notified by Monday 19th October 2020 with the national winner announced on Wednesday 21st October 2020.
6. The competition is judged by a panel of Promoter employees. The judges reserve the right to re-classify or reject any entry that does not comply with the requirements of these terms and conditions. No feedback will be given on individual entries. In all matters, the decision of the judges shall be final and no correspondence or discussion shall be entered into.
7. The shortlist and winners are selected by Hays and will be announced by Monday 19th October 2020 with the national winner announced on Wednesday 21st October 2020.
8. The Promoter accepts no responsibility for entries not successfully completed due to a technical fault, technical malfunction, computer hardware or software failure, satellite, network or server failure of any kind.
9. The prize of £250 retail voucher is supplied by Hays. The Promoter reserves the right to replace the prize with an alternative prize of equal or higher value if circumstances beyond the Promoter’s control makes it necessary to do so.
10. The decision of the Promoter regarding any aspect of the awards is final and binding and no correspondence will be entered into about it.
11. Participants are deemed to have accepted and agreed to be bound by these terms and conditions upon entry. The Promoter reserves the right to refuse entry, or refuse to award the prize to anyone in breach of these terms and conditions.
12. The Promoter reserves the right to hold void, cancel, suspend, or amend the promotion where it becomes necessary to do so.
13. Insofar as is permitted by law, the Promoter, its agents or distributors will not in any circumstances be responsible or liable to compensate the winner or accept any liability for any loss, damage, personal injury or death occurring as a result of taking up the prize except where it

is caused by the negligence of the Promoter, its agents or distributors or that of their employees.
Your statutory rights are not affected.

14. Winners may be required to participate in publicity related to the prize draw which may include the publication of their name and photograph in any media or social media.
15. Personal data supplied during the course of this promotion may be used in accordance with our privacy policy available on: <https://www.hays.co.uk/PrivacyPolicy/index.htm>
16. The awards will be governed by English law and entrants to the awards submit to the jurisdiction of the English courts.