

Menzies Aviation AvGeek of the Week Terms and Conditions (January 2025)

1. THE COMPANY

Menzies Aviation Limited (the “Company”) with company number 02961404 and its registered office at 21-22 Bloomsbury Square, London, United Kingdom, WC1A 2NS.

2. THE COMPETITION

2.1

The title of the COMPETITION is AvGeek of the Week (the “Competition”).

2.2

The Competition offer is described below and more fully in the other provisions of these terms and conditions.

- Submit your photo relating to aviation and aerospace by submitting a comment containing a photo, location and a description of the photo beneath the designated AvGeek of the Week post on the UKG Pro app and during the entry period.
- Alternatively, submit your photo relating to aviation and aerospace by sending an email with your photo, name, location and description of the photo, to internal.communications@menziesaviation.com
- The Company will submit all entries to a group of employees who will have responsibility for selecting the winner (the “Internal Panel”) and a winner will be selected by panel representatives.

HOW TO ENTER

3.1

The Competition will run from the date on which the Competition is opened and this date will be communicated to all employees via the UKG Pro app, email or the We Are Menzies platform to employees (the “Opening Date”).

The Competition will close every subsequent Friday at 08:00 GMT after the Competition Opening Date (the “Closing Date”). Note: it may be necessary to extend the Closing Date and the Company has the right to do this and will communicate that (if required) accordingly.

3.2

All Competition entries must be submitted via the UKG Pro app or the internal.communications@menziesaviation.com email address. All entries received

after the Closing Date (or the amended Closing Date by means of any extension in accordance with Paragraph 3.1 above) are automatically disqualified.

3.3

To enter the Competition:

- (a) Submit your photo and details using a comment below the post announcing the Opening Date on the UKG Pro app.
- (b) Email your photo and details to
Internal.Communications@MenziesAviation.com

3.4

The Company will not accept responsibility for Competition entries that are lost, mislaid, damaged or delayed in transit, regardless of cause, including, for example, as a result of any postal failure, equipment failure, technical malfunction, systems, satellite, network, server, computer hardware or software failure of any kind.

3.5

By submitting a Competition entry, you are agreeing to be bound by these terms and conditions.

3.6

The Competition entries will be sent to the Internal Panel for review and judgement.

3.7

The Internal Panel will determine the winner based upon, but not limited to, the following:

- a) Relevance to aerospace and aviation
- b) Location
- c) Photograph composition
- d) Accompanying description
- e) Significance to business operations
- f) Number of times an entry has previously won the Competition
- g) Response from other UKG Pro users

4. ELIGIBILITY

4.1

The Competition is only open to employees of the Company and the Company's Group. For the purpose of these terms and conditions, "Group" shall mean in relation to a company, that company, any subsidiary or holding company from time to time of

that company, and any subsidiary from time to time of a holding company of that company.

4.2

In entering the Competition, you confirm that you are eligible to do so and eligible to claim the prize.

4.3

The Company will not accept Competition entries that are:

- (a) completed by third parties
- (b) do not contain one or more of the following, name, location and description
- (c) taken by an employee at a Company or the Company's Group location and contain a clear and obvious violation of our Health and Safety policy.

4.4

One entry per person. Entries on behalf of another person will not be accepted and joint submissions are not allowed.

4.5

The Company reserves all rights to disqualify you if your conduct is contrary to the spirit or intention of the Competition.

4.6

Competition entries cannot be returned.

5. THE PRIZE

5.1

Each winner will receive a Menzies pin badge and certificate (the "Prize").

6. WINNER ANNOUNCEMENT

6.1

The winners of the Competition from time to time will be contacted personally as soon as practicable after the decision, using the telephone number or email address provided to the Company and/or via the UKG Pro app directly. By entering this competition, you consent to the Company announcing the winners of the Competition publicly at its discretion.

7. CLAIMING THE PRIZE

7.1

Please allow up to six weeks from the date of notification of winning the Competition for the Prize to be sent to you.

7.2

The Prize may not be claimed by a third party on your behalf.

8. THE WINNERS DRAW

8.1

Winners of the Competition will be entered into a quarterly draw (the “Winners Draw”)

8.2

The Winners Draw offer is described below and more fully in the other provisions of these terms and conditions.

- The Company will hold information on quarterly winners of the Competition.
- Winners of the Competition will automatically be entered into a draw held on a quarterly basis.
- Winners of the Winners Draw will be chosen at random

9. ELIGIBILITY

9.1

The Winners Draw is only open to employees of the Company and the Company’s Group who have previously entered the Competition and won the Prize within the previous quarter as defined by the Company.

9.2

The Company reserves all rights to disqualify you if your conduct is contrary to the spirit or intention of the Winners Draw.

10. THE MONETARY INCENTIVE

10.1

The winner of the Winners Draw will receive a \$150USD gift voucher or local currency equivalent (the “Monetary Incentive”).

11. MONETARY INCENTIVE WINNER ANNOUNCEMENT

11.1

Winners of the Winners Draw will be contacted in accordance with the methods outlined in Paragraph 6.1.

12. CLAIMING THE MONETARY INCENTIVE

12.1

Please allow up to one month from the date of notification of winning the Winners Draw for the Monetary Incentive to be sent to you.

12.2

The Prize may not be claimed by a third party on your behalf.

8. LIMITATION OF LIABILITY

Insofar as is permitted by law, the Company, its agents or distributors will not in any circumstances be responsible or liable to compensate the winners or accept any liability for any loss, damage occurring as a result of taking up the prize or Monetary Incentive except where it is caused by the negligence of the Company, its agents or distributors or that of their employees. Your statutory rights are not affected.

9. OWNERSHIP OF COMPETITION ENTRIES AND INTELLECTUAL PROPERTY RIGHTS

9.1

All winning Competition entries and any accompanying material submitted to the Company will become the property of the Company.

9.2

By submitting your Competition entry and any accompanying material, you agree to:

(a) assign to the Company all your intellectual property rights with full title guarantee

(b) waive all moral rights, in and to your Competition entry and otherwise arising in connection with your entry to which you may now or at any time in the future be entitled under the Copyright, Designs and Patents Act 1988 as amended from time to time and under all similar legislation from time to time in force anywhere in the world

(c) be entered into the Winners Draw.

9.3

You agree that the Company may, but is not required to, make your entry available on its website and any other media, whether now known or invented in the future, and in connection with any publicity of the Competition. You agree to grant the Company a non-exclusive, worldwide, irrevocable licence, for the full period of any

intellectual property rights in the Competition entry and any accompanying materials, to use, display, publish, transmit, copy, edit, alter, store, re-format and sub-licence the Competition entry and any accompanying materials for such purposes.

10. DATA PROTECTION AND PUBLICITY

10.1

If you are the winner of the Competition, you agree that the Company may use your name, image and location of employment and details of the image to announce the winner of this Competition and for any other reasonable and related promotional purposes.

10.2

You further agree to participate in any reasonable publicity required by the Company.

11. GENERAL

11.1

If there is any reason to believe that there has been a breach of these terms and conditions, the Company may, at its sole discretion, reserve the right to exclude you from participating in the Competition or Winners Draw.

11.2

The Company reserves the right to hold void, suspend, cancel, or amend the Prize or the Competition where it becomes necessary to do so.

11.3

The Company reserves the right to hold void, suspend, cancel, or amend the Monetary Incentive or the Winners Draw where it becomes necessary to do so.

11.4

These terms and conditions shall be governed by English law, and the parties submit to the non-exclusive jurisdiction of the courts of England and Wales.