

# Menzies Aviation plc Poster Competition Terms and Conditions (November 2020)

## 1. THE COMPANY

The Company is: Menzies Aviation plc with company number 02961404 and its registered office at MW1 Building 557, Shoreham Road, London Heathrow Airport, Middlesex TW6 3RT, United Kingdom

## 2. THE COMPETITION

### 2.1

The title of the competition is Menzies Aviation plc MORSE Month Poster Competition (the "Competition").

### 2.2

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

- Upload your posters relating to **one (or multiple) of the focus themes** onto the dedicated MORSE Month Intranet page/MS Teams application.
- All submissions may be displayed at respective stations and become the property of the Company. Posters will not be returned.
- The Company will offer 7 separate awards of vouchers equivalent to the sum of £150 (GBP Sterling) (an aggregate total prize fund of £1050), to be issued by your local station with each poster chosen as a winner receiving a voucher equivalent to the sum of £150.
- If you accept this offer, then you pass to the Company all rights to the posters and their use.
- The winners will be selected through a voting system available to all in the MS Teams application.
- Any persons submitting a poster entry shall not be eligible to vote on their own entry.

## 3. HOW TO ENTER

### 3.1

The Competition will run on the date on which the Competition is announced (2<sup>nd</sup> November 2020) to employees and their immediate family members of the Company (the "**Opening Date**") and will close on 30<sup>th</sup> November 2020 (the "**Closing Date**") Note: it may be necessary to extend the deadline date and the Company has the right to do this and will communicate that (if required) accordingly.

### 3.2

All Competition entries must be uploaded to the Company intranet page (or applicable area in MS Teams) as a copy of the original file in the correct requested format. All Competition 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)** upload a copy of the poster to the dedicated MORSE Month Intranet page/MS Teams application by the Closing Date.

### **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 judged through a voting system available to all in the MS Teams application. The outcome of the electronic voting will be final.

## **4. ELIGIBILITY**

### **4.1**

The Competition is only open to employees of the Company and the Company's Group and their immediate family members.

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)** automatically generated by computer;
- (b)** completed by third parties or in bulk;
- (c)** illegible, have been altered, reconstructed, forged or tampered with;
- (d)** photocopies and not originals; or
- (e)** incomplete.

### **4.4**

There is no limit of entries 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 prize Competition.

#### **4.6**

Competition entries cannot be returned.

### **5. THE PRIZE**

#### **5.1**

The prizes (7 winners will each receive a voucher equivalent to the sum of £150 Vouchers – with an aggregate total prize fund for the initiative equivalent to £1050) will be provided to the respective regional SVP/VP to procure vouchers at their discretion to ensure it will be usable in their country of origin. This cost will be re-charged to the central group risk budget.

### **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 with the Competition entry. The Company will not amend any contact information once the Competition entry form has been submitted. 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 for delivery of the prize up to one month from the date of notification of winning the Competition.

#### **7.2**

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 winner or accept any liability for any loss, damage occurring as a result of taking up the prize 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; and
- (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.

### **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.

### **10.3**

By entering the Competition, you agree that any personal information provided by you with the Competition entry may be held and used only by the Company or its agents and suppliers to administer the Competition.

## **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.

### **11.2**

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

### **11.3**

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.