

Client Referral Scheme – Terms & Conditions

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1. Introduction Probus Recruitment's Client Referral Scheme ("the Scheme") rewards individuals for introducing new client companies to Probus Recruitment. Participation in the Scheme implies acceptance of these terms and conditions.

2. Eligibility - The Scheme is open to individuals aged 18 and over, excluding employees of Probus Recruitment. - A "referrer" may be a contractor, supplier, or external contact. - The referred contact ("client") must represent a company that is not an existing or previous client of Probus Recruitment. - Employees of potential or existing clients may not participate if they are in a position to influence hiring, procurement, or commercial decisions on behalf of their employer.

3. Referral Process - A valid referral is made by submitting accurate details of a potential new client contact via Probus Recruitment's referral form or email. - The referral must include the contact's name, company, and contact information. - Only the first person to submit a valid referral for a client will be eligible for the reward.

4. Reward Criteria - If Probus Recruitment successfully places a contractor with the referred client and the contractor completes 4 full weeks of work, the referrer will receive a £250 voucher of their choice (e.g. Amazon, John Lewis, etc.). - Rewards will be issued within 30 days of the qualifying period being completed. - There is no limit to the number of referrals an individual can make.

5. Compliance with the Bribery Act 2010 - This Scheme operates in accordance with the UK Bribery Act 2010. - The reward is offered solely as a gesture of appreciation for genuine business introductions and not to influence any hiring or procurement decisions. - By submitting a referral, the referrer confirms that participation does not breach any internal policy, contract, or obligation to their employer. - Probus Recruitment reserves the right to withhold or withdraw rewards if participation is found to contravene these conditions.

6. Data Protection - Any personal data collected through the Scheme will be processed in accordance with the UK GDPR and Probus Recruitment's Privacy Policy. - Information provided will only be used to administer the Scheme and manage the referral process.

7. General - Probus Recruitment reserves the right to amend or withdraw the Scheme at any time without prior notice. - Decisions regarding eligibility or reward issuance are final. - This Scheme and these terms are governed by the laws of England and Wales.