

Programmed/ PERSOL Staffing and Training One Team Challenge – Internal Incentive Program

Terms and Conditions

- 1) This competition is known as the One Team Challenge (“the **Competition**”).
- 2) The Competition is being run by Programmed Skilled Workforce Pty Ltd (ABN 66 005 585 811) and PERSOL Staffing Australia Pty Ltd (ABN 40 124 764 245), both of 47 Burswood Road, Burswood, Western Australia, 6100 (“**Programmed**”). Programmed is the promoter of this Competition.
- 3) Instructions on how to enter this Competition, and other details contained within promotional advertisements prepared by or for Programmed for this Competition, form part of these Terms and Conditions of entry to the Competition (“**Terms & Conditions**”).
- 4) By entering and/or participating in the Competition, each entrant to this Competition (“**Entrant**”) agrees to abide by and shall be deemed to have agreed to and accepted these Terms & Conditions.
- 5) The Competition commences at 6:00 AM Australian Eastern Standard Time (“**AEST**”) on Monday 3 August 2026 (“the **Commencement Time**”).
- 6)  The closing time for entering the Competition is 9:00 AM AEST on Friday 4 September 2026 (“the **Closing Time**”).

Definitions

- 7) For the purpose of these Terms & Conditions:

“**Competition Period**” means the period commencing at the Commencement Time and ending at the Closing Time.

“**Eligible Activity**” means each of the following:

- a) connect with colleagues across our businesses;
- b) learn more about what we do; and
- c) show how we learn, connect, collaborate and deliver, together.

“**Entrant**” means a permanent full-time or part-time employee, or a casual employee, of the Programmed Staffing Group but does not include members of the Staffing Division Executive Leadership Team, on-hired employees (labour hire) or any employee conducting this Competition (including any person who draws a winner).

“**One Team Central microsite**” means <https://info.programmed.com.au/one-team>.

How to Enter

- 8) To enter the Competition, an Entrant must satisfy the following criteria:
 - a) be employed by Programmed for the duration of the Competition Period and for at least 1 week after the Closing Time;
 - b) before Closing Time, complete one or more weekly challenges via the One Team microsite;
 - c) provide all required form information for the relevant weekly challenge, including first name, last name, Programmed email address and business unit; and
 - d) abide by these Terms & Conditions.

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- 9) Entry to the Competition is free.
- 10) Entrants will be responsible for all costs and expenses associated with entering and participating in the Competition, which may include costs associated with accessing the internet, printing the competition entry forms, creating videos, images or written entries, or emailing Programmed.
- 11) Entrants may complete as many Eligible Activities as they wish before the Closing Time but will be eligible for one Prize only.
- 12) Entries are deemed to be received at the time the entry is submitted via the One Team Central microsite and not at the time of transmission by the Entrant.
- 13) Participation in the Competition does not exclude Entrants from benefitting from other staff referral programs currently underway, provided the Entrant fulfils the terms and conditions of those programs.
- 14) By entering the Competition, the Entrant agrees they are over the age of 18 years old or, if under the age of 18 years old, that they have their parent's or legal guardian's consent to enter the Competition.

Weekly Challenges

- 15) **Week 1 | Connect:** Connect with someone from another Staffing business. This may be a coffee catch-up in person or a screenshot of a Teams conversation. Entrants must upload their photo/screenshot and provide their details and the details of the person they connected with via the One Team Central microsite. Everyone featured in the photo must submit their own entry to be eligible for the prize draw. The same photo may be used by multiple people, but each person must complete their own submission.

Week 1 form fields: first name, last name, PRG email address, business unit, "Tell us the first and last name of who you met with, their BU, and one new thing you learnt in your catch-up?" and photo/screenshot upload.

- 16) **Week 2 | Collaborate:** Complete one of the nominated collaboration tasks, being to invite someone from another business to join your team meeting (or attend theirs), collaborate on a customer opportunity or piece of work together, or complete the Staffing Alliance task/question once confirmed.

Week 2 form fields: first name, last name, PRG email address, business unit, selected task completed and summary of the Entrant's experience/outcome.

- 17) **Week 3 | Learn:** Explore the "wheels" on the One Team Central microsite, complete the sentence "Supporting customers with agile workforce..." and identify which business unit this belongs to.

Week 3 form fields: first name, last name, PRG email address, business unit, completed sentence and selected business unit.

- 18) **Week 4 | Deliver:** Recognise a colleague or team who has demonstrated the One Team mindset by helping deliver a great outcome. For every person nominated, they will receive one entry into the Final Spirit Prize draw.

Week 4 form fields: first name, last name, PRG email address, business unit, and the name of the person or team being nominated and why.

- 19) To be eligible for the Final Spirit Prize draw, Entrants must complete all four weekly challenges and answer the mandatory question: "What does One Team mean to you?"

Prizes

- 20) Programmed will offer the following Prizes:
 - a) weekly prizes comprising a Friday Freedom Pass (1 x full-day annual leave);
 - b) Bonus Entries (3 x instant entries into the One Team Spirit prize draw); and
 - c) one major One Team Spirit prize comprising 1 x full-day annual leave and a \$250 digital voucher.
- 21) Where a Prize consists of a gift voucher, it is valid for the date or period as indicated on the gift voucher and is subject to the conditions stipulated by the third-party provider of the gift voucher.

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- 22) The Prizes are not redeemable for cash or an alternative prize.
- 23) The Prizes are not transferrable.
- 24) An Entrant must comply in all respects with these Terms & Conditions to be eligible for the Prize.

Prize Draw

- 25) Winners will be selected at random each week from eligible Entrants in Australia and New Zealand using an online random selection tool, random.org. Three weekly winners will be selected each week, comprising two winners from Australia and one winner from New Zealand. Weekly winners will be announced each Monday on the One Team Central microsite and/or via the relevant Teams channel.
- 26) The One Team Spirit major prize winner will be selected at the end of the Competition from Entrants who complete all four weekly challenges and answer the mandatory question: "What does One Team mean to you?"
- 27) Each Prize Winner will be contacted within 7 days of the draw via their Programmed email address.
- 28) If a Prize Winner does not respond to claim the Prize within 21 days of the draw, that Prize will be forfeited and a re-draw for that Prize will be conducted within 30 days of the original draw date in the same location and with the same method. Redraws will continue in the same manner until all Prizes have been claimed by Prize Winners.
- 29) The Prize may be credited through Programmed's internal leave or reward process, provided via email, or otherwise provided in the manner notified by Programmed.
- 30) The Prize Winner, or their parent/guardian if they are under the age of 18 years old, may be required to provide evidence of their identity when receiving the Prize.
- 31) The Prize Winner and (if the Prize Winner is under the age of 18 years old) their parent or legal guardian will be responsible for all costs and expenses associated with collecting and using the Prize.

General

- 32) Programmed may, in its sole and absolute discretion, suspend or terminate this Competition at any time.
- 33) Programmed reserves the right to vary these Terms & Conditions at any time at its sole and absolute discretion. Any such variation will come into effect as at the date notified and published by Programmed.
- 34) Programmed reserves the right to deem anyone ineligible for the Prize for any reason or no reason, with or without notice. Incomplete or indecipherable entries will be deemed invalid at Programmed's sole and absolute discretion.
- 35) If an Entrant's employment ends during the Competition Period or within 1 week after the Closing Time, they will be deemed ineligible to receive any Prizes.
- 36) Except for liability which cannot be excluded by law, Programmed (including its related bodies corporate, employees, agents and representatives) is not responsible or liable and shall not be held legally liable or responsible in any manner whatsoever for loss (including, without limitation, indirect, special or consequential loss or loss of profits), cost, expense, damage, personal injury or death which is suffered or incurred (whether or not arising from any person's negligence) either during or after the Competition and arising in any way out of:
 - a) this Competition or a Prize;
 - b) any accident, loss, injury or damage to any individual or property whether direct or indirect, whether in contract, tort, negligence or otherwise arising out of or in connection with the Competition or the Prizes;

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- c) any element of a Prize being lost, stolen, damaged or tampered with in any way before it reaches the Prize Winner or after it has been released to the Prize Winner;
 - d) any undelivered emails due to an Entrant's spam filters or email settings or any technical difficulties or equipment malfunction;
 - e) any variation in the value of the Prize from the time of printing promotion materials;
 - f) any failure or inability to provide or delay in providing a Prize; or
 - g) any breach of these Terms & Conditions or any term implied by law (including by statute) by Programmed, its related bodies corporate or their respective employees, agents or representatives.
- 37) If any warranty or condition is implied in these Terms & Conditions by law and cannot be excluded, the liability of Programmed and its related bodies corporate for breach of such a warranty or condition is limited (where permissible by law) to (in the case of a supply of goods) replacement of the goods or (in the case of a supply of services) re-supply of the services. For the avoidance of doubt, where liability cannot be excluded the maximum aggregate liability of Programmed and its related bodies corporate is AU\$50.
- 38) Programmed and its related bodies corporate accept no responsibility whatsoever for any tax liabilities or implications that may arise from winning or receiving the benefit of a Prize and independent financial advice should be sought by the respective Prize Winner. Any liability for tax that applies in connection with the Competition and the provision of the Prize is the sole responsibility of the Prize Winner.
- 39) Subject to legal requirements to the contrary, the superannuation guarantee levy will not be paid in respect of any Prize.
- 40) Programmed may, in its sole and absolute discretion, prohibit an Entrant's participation in this Competition, cancel a Prize or otherwise cease to provide any benefit of a Prize to a Prize Winner if the Entrant or the Prize Winner, in the opinion of Programmed, is under the influence of alcohol or any other drug, behaves aggressively or offensively, or behaves in a manner which may diminish the good name or reputation of Programmed or any of its related bodies corporate (or of the business of Programmed or any of its related bodies corporate), is contrary to law or is otherwise inappropriate.
- 41) Programmed is not responsible for any technical difficulties with the mechanism for entry to this Competition. Programmed accepts no responsibility for any entries not received for any reason.
- 42) Programmed's decision will be final and no correspondence will be entered into.
- 43) If the Entrant has a complaint about the Competition, please contact Rosie Ebejer via email at Rosie.Ebejer@programmed.com.au.
- 44) These Terms & Conditions are governed by and will be construed in accordance with the laws of the State of Victoria, Australia. Entrants irrevocably submit to the jurisdiction of the courts and tribunals in Victoria, Australia.
- 45) The following persons are not eligible to participate in the Competition:
- a) members of the Staffing Division Executive Leadership Team;
 - b) on-hired employees (labour hire);
 - c) persons conducting the Competition including any person who determines or draws a Prize Winner; and
 - d) any employee who is otherwise ineligible under these Terms & Conditions.

Privacy

- 46) The Prize Winner's name may be published on the Programmed website or intranet, or communicated

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to Programmed employees via email. By entering the Competition, Entrants grant Programmed permission to use their full name and suburb and employment position on its website and intranet for six (6) weeks from the date of the draw.

- 47) Programmed is bound by the Privacy Act 1988 (Cth) and the New Zealand Privacy Act 2020 and the Privacy Principles set out in them. Personal information provided by an Entrant and their parent or legal guardian to Programmed for the purpose of entering the Competition will be collected, used and disclosed in accordance with Programmed's Privacy Policy. A copy of Programmed's Privacy Policy is available at <https://programmed.com.au/wp-content/uploads/2022/10/Privacy-Policy.pdf>. By participating in the Competition, Entrants and (if the Entrant is under the age of 18) their parents and legal guardians agree to Programmed's Privacy Policy.
- 48) Programmed may appoint an agent or contractor to assist in conducting the Competition or providing the Prize on its behalf. The personal information provided by Entrants and/or their parents and legal guardians will be used and disclosed by Programmed to its contractors and agents for the purposes of conducting the Competition or providing the Prize.
- 49) Entrants and/or their parents and legal guardians may request access to their personal information that Programmed holds by contacting:

The Privacy Officer
Programmed Maintenance
Services Ltd 47 Burswood Road
Burswood WA 6100
Email: privacy@programmed.com.au