

‘REFER & EARN’ REFERRAL BONUS TERMS AND CONDITIONS

By choosing to participate in the Tasman Rope Access ("the Company") “Refer and Earn” Referral Bonus Incentive, you are agreeing to the terms and conditions as stated.

ELIGIBILITY TO ENTER

- Referrer must be a current employee of Tasman Rope Access at the time of the referral.
- Referrals must be suitable for a current advertised or vacant position within Tasman Rope Access.

ELIGIBILITY TO CLAIM THE BONUS

- The referred individual must complete 1,000 hours of work with Tasman Rope Access. This will be tracked via timesheets and confirmed by payroll records.
- To claim the bonus, the referrer must remain an active, current employee of Tasman Rope Access at the time the referred individual completes the required hours.
- The referred individual must meet all necessary employment requirements, including successfully passing any pre-employment checks, and demonstrate satisfactory performance as assessed by the Company.

ADDITIONAL TERMS

- Referral bonuses are not available for self-referrals or for referring individuals who were previously employed by Tasman Rope Access within the past 12 months.
- Tasman Rope Access reserves the right to review and confirm the eligibility of both the referrer and the referred individual before approving any referral bonus.
- Referral bonuses are a discretionary reward and may be subject to change or cancellation at the sole discretion of Tasman Rope Access. Any changes will be communicated in advance.
- The referrer agrees to comply with all Company policies, including confidentiality when discussing potential referrals.
- Payment of the referral bonus will be processed in alignment with the Company's standard payroll schedule after the eligibility criteria have been verified.

By participating in this program, you acknowledge that you have read, understood, and agreed to the above terms and conditions.

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