



Protech Australia's Hi-Vis Heroes Campaign Terms and Conditions

1. Promoter

The promoter is Protech Personnel Pty Ltd (ABN 34 117 782 466) of Level 1, Building 14, 2728 Logan Road, Eight Mile Plains QLD 4113 ("Promoter").

2. Competition Overview

2.1 The "Australia's Hi-Vis Heroes" campaign ("Competition") is a national promotion recognising outstanding blue-collar workers across Australia.

2.2 The Competition is conducted as a game of skill, where winners are selected based on merit through a judging process.

3. Competition Period

3.1 The Competition will run in phases, including:

- Nomination period
- Judging period
- Winner announcement

3.2 Specific dates for each phase will be published on the official campaign webpage and promotional materials.

4. Eligibility

4.1 Entry is open to individuals who:

- Are residents of Australia; and
- Are aged 18 years or older.

4.2 Nominations must relate to individuals currently working in blue-collar or trade-based roles within Australia.

4.3 Entries from employees of the Promoter, including field employees, are permitted. The Promoter will ensure that all entries are judged fairly, independently, and in accordance with the published judging criteria.

5. How to Enter

5.1 Entries must be submitted via the official campaign entry platform during the nomination period.

5.2 The Competition will be administered via a third-party platform (Gleam.io). Entrants must complete the entry form and any required actions within the platform to submit a valid entry.

5.3 To enter, participants must:

- Complete the nomination form
- Provide required personal details
- Submit a written entry outlining why the nominee is a “Hi-Vis Hero”
- Provide supporting content (photo/video), where applicable

5.4 Only one (1) entry is permitted per person. Any additional entries submitted by the same individual may be deemed invalid at the Promoter’s discretion.

5.5 Entries that are incomplete, fraudulent, or otherwise not in accordance with these Terms and Conditions will be deemed invalid.

6. Judging

8.1 This Competition is a game of skill.

8.2 All valid entries received during the Competition Period will be individually judged by a panel appointed by the Promoter.

8.3 Entries will be judged on the following criteria:

(a) relevance to the Competition theme and the extent to which the entry demonstrates why the nominee or entrant is a genuine “Hi-Vis Hero”;

(b) originality, authenticity and quality of the written submission;

(c) the extent to which the entry reflects hard work, contribution, resilience, character and community impact; and

(d) the quality, relevance and supporting value of any photograph or video submitted with the entry.

8.4 The judging panel will assign scores against the judging criteria and select the entry with the highest overall score as the winner.

8.5 Chance plays no part in determining the winner.

8.6 In the event of a tie, the tied entries will be re-judged by the judging panel against the judging criteria and the entry awarded the higher score on review will be selected as the winner.

8.7 The judges' decision is final and binding, and no correspondence will be entered into.

7. Prize

7.1 There will be one (1) prize awarded in the Competition with a total maximum value of AUD \$30,250 ("Prize Value").

7.2 The prize may be awarded by the Promoter in one or more forms, at the Promoter's discretion, provided that the total value of the prize awarded does not exceed the Prize Value. The prize may include, without limitation:

(a) one or more prepaid Visa gift cards;

(b) one or more retailer gift cards or vouchers; and/or

(c) another prize fulfilment mechanism determined by the Promoter which provides substantially the same total value.

7.3 The exact format, issuer, denomination, number and combination of any prepaid Visa gift cards, retailer gift cards, vouchers or other prize components comprising the prize will be determined by the Promoter and notified to the winner at or before prize fulfilment.

7.4 Any prepaid Visa gift cards, retailer gift cards, vouchers or other prize components awarded as part of the prize are subject to the terms and conditions of the relevant issuer or supplier, including any expiry dates, activation requirements, usage limits or merchant acceptance restrictions.

7.5 The prize is not transferable, exchangeable or redeemable for cash, except where the prize is provided in the form of a prepaid Visa gift card or where otherwise required by law.

7.6 If any part of the prize becomes unavailable for any reason, the Promoter reserves the right to substitute that part with another item, card, voucher or fulfilment mechanism of equal or greater value, subject to any applicable laws.

8. Winner Selection and Notification

8.1 Winners will be selected based solely on judging.

8.2 Winners will be notified via the contact details provided at time of entry.

8.3 Winners may be announced via Protech website, social media and marketing channels.

9. Unclaimed Prize

9.1 If a winner does not respond or claim their prize within a reasonable period specified by the Promoter, the Promoter reserves the right to award the prize to another eligible entrant, as determined by the judging panel, or to withdraw the prize at its discretion.

10. Intellectual Property

10.1 By entering, participants grant the Promoter a non-exclusive, royalty-free licence to use submitted content for marketing and promotional purposes.

11. Privacy

11.1 By entering the Competition, each entrant consents to the Promoter collecting, holding, using and disclosing the entrant's personal information for the purposes of administering the Competition, verifying eligibility, assessing and processing entries, contacting entrants, awarding and delivering prizes, announcing and promoting the Competition and its outcomes, and otherwise conducting, promoting and improving the Competition and the Promoter's related marketing, promotional and business activities.

11.2 Personal information collected in connection with the Competition may include, without limitation, an entrant's name, contact details, occupation, industry, employer details, entry content, photographs, videos, statements, and any other information submitted as part of an entry.

11.3 By entering the Competition, each entrant consents to the Promoter using, reproducing, publishing, communicating and otherwise exploiting the entrant's name, image, likeness, photograph, video, voice, biographical information, suburb or state, and entry content in any media, worldwide and for an unlimited period, for Competition administration, publicity, promotional, marketing and related commercial purposes, without further compensation, notification or permission, except where prohibited by law.

11.4 Entrants acknowledge and agree that the Promoter may disclose personal information to its related bodies corporate, agencies, contractors, service providers, prize suppliers, digital platform providers, media and promotional partners, and other

third parties as reasonably necessary for the purposes described in these Terms and Conditions.

11.5 If an entrant provides personal information about another person as part of an entry, the entrant warrants that they have obtained that person's consent to provide that information to the Promoter and to the Promoter collecting, using and disclosing that information in accordance with these Terms and Conditions.

11.6 The Promoter may use entrants' personal information to send communications about the Competition, the Promoter, and related products, services, promotions or opportunities, unless the entrant opts out where an opt-out mechanism is made available or otherwise exercises any rights available under applicable law.

11.7 The Promoter's collection, use, storage and disclosure of personal information is subject to the Promoter's Privacy Policy, available at <https://www.protech.com.au/privacy-policy/> to, or correction of, their personal information in accordance with applicable privacy laws and the Promoter's Privacy Policy.

12. General Conditions

12.1 The Promoter reserves the right to:

- Verify entries
- Disqualify fraudulent or inappropriate submissions
- Modify, suspend or cancel the Competition if required

12.2 The Promoter is not responsible for technical issues affecting entries, including issues arising from third-party platforms.

12.3 To the extent permitted by law, the Promoter is not liable for any loss or damage arising from participation.

13. Platform Disclaimer

13.1 This Competition is administered by the Promoter using the Glead.io platform.

13.2 By entering, participants agree to comply with Glead.io's terms of use in addition to these Terms and Conditions.

13.3 The Competition is in no way sponsored, endorsed or administered by Glead.io, and entrants release Glead.io from any liability arising from participation.

14. Social Media

14.1 This Competition is not sponsored, endorsed, administered by, or associated with any social media platform.

15. Acceptance

15.1 Entry into the Competition constitutes acceptance of these Terms and Conditions.