Terms and Conditions for a Prize Draw

1. The prize draw is organised by Bright HR Limited ("Bright HR", the "Business") of The Peninsula, Victoria Place, Manchester, M4 4FB, registered in England and Wales under number 09283467.

2. The prize draw is open to Bright HR users (the "Participants") who are the Participants at the time when the prize draw is open for entry, and who refer a business to Bright HR through completion of a Referral Form on Bright HR's application or website.

3. All entries must be submitted through completion of a Referral Form on Bright HR's application or website. Every verified referral grants the Participant 1 entry into the prize draw.

4. The opening date for entries is 00:01 GMT on 15/09/2023. The closing date of the prize draw is 23:59 on 30/09/2023. Entries received after this time will not be accepted.

5. Bright HR accepts no responsibility for entries not successfully completed due to a technical fault of any kind. If for any reason a technical interruption, fault or site failure occurs when submitting the entry, the Business does not take any responsibility for incomplete entries, and such will not be considered valid for entry into the prize draw. The Business accepts no responsibility for any submissions which are not completed for any reason.

6. A winner (the "Winner") will be chosen by random draw on 02/10/2023 (the "Draw Date"). Only verified referrals will be entered into the draw.

7. The Winner will receive a two-night stay at The Heaning Estate (Heaning Lane, Windermere LA23 1JW) for up to four people. Travel not included.

8. The Winner will be notified of the winning in writing, by email (using details provided at entry) within 48 hours of the draw. In order to claim their prize the Winner must respond to Bright HR in writing within 7 days of receiving notification regarding the winning, using the email address from which the notification was sent. If the Winner does not respond to Bright HR, as specified in this point 8, within 7 days of being notified by the Business, then the Winner's prize will be forfeited, and the Business will be entitled to select another winner in accordance with the process described above.

9. The prize will be delivered to the Winner by email within 28 days of being notified of their win.

10. The prize for the winner is non-exchangeable, non-transferable, and no cash alternative is offered.

11. Bright HR reserves the right to withdraw or replace the prize at any time.

12. The decision of the Business regarding any aspect of the prize draw is final and binding and no correspondence will be entered into about it.

13. Participants are deemed to have accepted and agreed to be bound by these terms and conditions upon entry. Bright HR reserves the right to refuse entry or refuse to award the prize to anyone in breach of these terms and conditions.

14. The Business reserves the right to hold void, cancel, suspend, or amend the promotion where it becomes necessary to do so.

15. Insofar as is permitted by law, Bright HR will not in any circumstances be responsible or liable to compensate the Winner or accept any liability for any loss, damage, personal injury or death occurring as a result of taking up the prize except where it is caused by the negligence of Bright HR.

16. Personal data supplied during the course of this promotion will be processed as set out in the Bright HR's Privacy Policy which can be found at https://www.brighthr.com/terms/?tab=privacy.

17. These Terms and Conditions and any dispute or claim arising out of or in connection with it or its subject matter or formation shall be governed by and construed in accordance with the law of England and Wales.

18. The parties to these Terms and Conditions irrevocably agree that the courts of England and Wales shall have exclusive jurisdiction to settle any dispute or claim arising from such.

19. The Promoter of this prize draw is Bright HR Limited of The Peninsula, Victoria Place, Manchester, M4 4FB, registered in England and Wales under number 09283467.