

The Visa NZ Hospitality Scholarship proudly supported by Visa Wellington On a Plate

1. Terms and conditions

- 1.1. By entering the Visa NZ Hospitality Scholarship (Competition) you are agreeing to the following Terms and Conditions:

2. Introduction

- 2.1. The promoter of this Competition is the Wellington Culinary Events Trust Inc of Level 1, 13 Egmont Street, Te Aro, Wellington 6011. The postal address is PO Box 24101, Manners Street Wellington 6142 (Promoter). info@wellingtononaplate.com
- 2.2. Visa Worldwide Pte. Limited of Microsoft House, Level 2/22 Viaduct Harbour Avenue, Auckland CBD, Auckland 1010 is the Sponsor of the Competition (Sponsor). New Zealand: 0800-44- 3019, www.visa.co.nz/Forms/contact-us-form.html
- 2.3. Entering the Competition is deemed acceptance of these Terms and Conditions.
- 2.4. The Promoter or Sponsor may in its absolute discretion refuse to award the Scholarship Prize to any Applicant who fails to comply with these Terms and Conditions.

3. Application restrictions

- 3.1. The Competition is only open to residents of New Zealand who:
 - 3.1.1. are aged between 22 years and 35 years at time their application is submitted;
 - 3.1.2. are employed and working in the Hospitality Industry (as defined in clause 63); and
 - 3.1.3. have a minimum of two years' experience working in the Hospitality Industry (Applicant).
- 3.2. Persons ineligible to enter the Competition include:
 - 3.2.1. Employees of the Promoter or Sponsor;
 - 3.2.2. Immediate family members of employees of the Promoter and Sponsor (Immediate family means any of the following: spouse, ex-spouse, de facto spouse, child or step-child (whether natural or by

adoption), parent, step parent, grandparent, step grand-parent, uncle, aunt, niece, nephew, brother, sister, step-brother, step-sister or 1st cousin);

3.2.3. Agencies, companies, affiliates, or other entities in any way associated with the conduct of the Competition; and

3.2.4. Any other person or entity determined by the Promoter or Sponsor in their absolute discretion as being ineligible to enter the Competition.

4. Submission period

4.1. Applications to enter the Competition must be submitted between 9.00am NZT Tuesday 29 July 2025 and 11.59pm NZT Monday 25 August 2025 (Submission Period).

5. Application details

5.1. To enter the Competition, an Applicant must, between 9.00am NZT Tuesday 29 July 2025 and 11.59pm NZT Monday 25 August 2025:

5.1.1. Complete the online application form found at <https://forms.gle/CxxMFvJKDbo8qEAq8>

5.1.2. Upload the Applicant's current CV (maximum 2 pages);

5.1.3. Agree to remain in the employment of their current employer for a minimum of six months beyond the end of the Submission Period. Breaching this term could trigger the penalty requiring the applicant to return, refund or otherwise make restitution of the Scholarship Prize;

5.1.4. Agree to participate in promotion and marketing activities with the Promoter or Sponsor; and

5.1.5. Agree to these Terms and Conditions.

5.2. Any application received outside of the Submission Period will be rejected.

5.3. An Applicant is only permitted to submit one application. Any additional applications submitted by an Applicant will be rejected.

5.4. All applications must be the original independent creation of the Applicant and must not infringe any third-party rights.

- 5.5. Applications must not have been published previously and/or have been used for any other competition and/or scholarship application.
- 5.6. Unless expressly stated as comprising part of the Scholarship Prize, the Promoter and the Sponsor are not responsible for any costs and expenses incurred by an Applicant arising from or in connection with the Competition, any application and the Scholarship Prize.

6. Selection criteria

- 6.1. The Competition is based purely on skill.
- 6.2. The Scholarship Prize will be awarded, at the sole discretion of the Representative Judges, the Judging Panel, the Promoter and the Sponsor, to the Successful Applicant, being the best eligible Applicant determined in accordance with clauses 16 to 20 and clause 29.
- 6.3. In round one of the Judging Process, each application will be individually judged by representatives of the Promoter and Sponsor (Representative Judges).
- 6.4. A Judging Panel will be appointed by the Sponsor and the Promoter to complete Judging Rounds two, three and four.
- 6.5. In each round of judging, the Representative Judges or the Judging Panel (as the case may be) will rank Applicants according to the technical expertise of the Applicant, the creative merit of the application and the Selection Criteria.
- 6.6. The Representative Judges and the Judging Panel will judge Applicants according to the following Selection Criteria to identify Applicants that:
 - 6.6.1. demonstrate ambition and a drive to forge a career in the Hospitality Industry;
 - 6.6.2. are highly skilled and knowledgeable in a specific discipline within the Hospitality Industry;
 - 6.6.3. demonstrate leadership with the potential to shape the future of the Hospitality Industry;
 - 6.6.4. have a desire to build a personal brand within the hospitality sector;
 - 6.6.5. act in a professional manner and have a willingness to share their skills and knowledge with others;
 - 6.6.6. have an understanding and willingness to communicate in the digital space; and

- 6.6.7. willingness to participate in promotional activity related to the sponsor's support of the scholarship if selected as the winner.

7. Judging process

7.1. The following Judging Process will apply:

7.1.1. Round One - Shortlisting of Applicants:

- 7.1.1.1. The Representative Judges will judge each application against the Selection Criteria and select a maximum of 20 shortlisted applicants, by Friday 29 August 2025 (Shortlisted Applicants).

- 7.1.1.2. The Promoter or Sponsor will notify the Shortlisted Applicants only by telephone or email using the details supplied on the application form by 11.59pm Monday 1 September 2025.

- 7.1.1.3. The Shortlisted Applicants will then be required to create a short video / piece to camera (Video Submission) according to a brief provided by the Promoter or Sponsor. Shortlisted Applicants must provide their Video Submission to the Promoter by email or file transfer before 5pm NZT Monday 15 September 2025.

7.1.2. Round Two - Shortlisting of Interview Round Applicants and first interviews

- 7.1.2.1. A maximum of 6 of the Shortlisted Applicants will be selected by the Judging Panel (Interview Round Applicants).

- 7.1.2.2. The Judging Panel will review the applications and Video Submissions. To select the Interview Round Applicants, the Judging Panel will rank Shortlist Applicants according to the Selection Criteria, and record rankings on scorecards.

- 7.1.2.3. The Promoter will notify the Interview Round Applicants only by telephone or email using the details supplied on the application form by 11.59pm Wednesday 1 October 2025.

- 7.1.2.4. The Judging Panel will interview the Interview Round Applicants via a digital platform. Interviews will commence from 9am Monday 6 October 2025 through to 5pm Friday 10 October 2025.

7.1.3. Round Three – Shortlisting of Final Shortlist Applicants, second interviews, and Workplace Visit

- 7.1.3.1. Following the first interviews, the Judging Panel will select up to 3 Final Shortlist Applicants, who will proceed to the final assessment round and workplace visit.

7.1.3.2. To select the Final Shortlist Applicants, the Judging Panel will consider the initial application, Video Submission, and interview experience. They will rank the Interview Round Applicants according to the Selection Criteria, and record rankings on scorecards.

7.1.3.3. The Promoter or Sponsor will notify the Interview Round Applicants of the outcome of this round of judging by telephone or email using the details supplied on the application form by 11.59pm Thursday 16 October 2025.

7.1.3.4. Final Shortlist Applicants will each be required to host up to 3 members of the Judging Panel in their work environment (Workplace Visit). Workplace Visits will commence from 9am Tuesday 28 October to 5pm Friday 31 October 2025. Dates of these visits will be discussed and agreed with Final Shortlist Applicants. The timeline for conducting Workplace Visits may be extended depending on the circumstances for each of the Final Shortlist Applicants.

7.1.3.5. The requirements of each Workplace Visit will vary in accordance with the Final Shortlist Applicant's position in the Hospitality Industry

7.1.3.6. Final Shortlist Applicants must obtain their employer's consent to the Workplace Visit to remain eligible to receive the Scholarship Prize. If a Final Shortlist Applicant is unable to obtain their employer's consent to the Workplace Visit, the Final Shortlist Applicant may be ineligible to receive the Scholarship Prize and may be disqualified from the Competition without compensation.

7.1.4. Round Four – Final judging and Successful Applicant selection

7.1.4.1. Following the Workplace Visits, the Judging Panel will select the Successful Applicant from the Final Shortlist Applicants.

7.1.4.2. The final judging of Final Shortlist Applicants will take into consideration the online application, Video Submission, interviews and Workplace Visit and will take place between Monday 3 November and Wednesday 5 November 2025. Final Shortlist Applicants will be ranked according to the Selection Criteria, and rankings will be recorded on scorecards.

7.1.4.3. The Promoter or Sponsor will notify the Successful Applicant and the unsuccessful Final Shortlist Applicants of the outcome of the final judging by telephone or email by Friday 7 November 2025.

7.1.4.4. The Successful Applicant may be presented with the Scholarship Prize at a location in Auckland or Wellington specified by the Promoter or Sponsor on a mutually agreed date. The Promoter or Sponsor will cover the cost of travel for the winner and finalists to attend the event.

- 7.2. Decisions of the Promoter, Sponsor, Representative Judges and Judging Panel are final and no correspondence will be entered into.
- 7.3. Each Applicant acknowledges that the Judging Process is an anticipated schedule.
- 7.4. The Promoter or Sponsor may, at their absolute discretion, vary the Judging Process and schedule.

8. Scholarship prize details

Successful Applicant

8.1. The Successful Applicant will receive, between 1 November 2025 and 31 December 2026

8.1.1. Economy return airfares from New Zealand to the maximum value of \$5,000 NZD to an international location (subject to travel restrictions) to be determined by the Promoter and the Sponsor in consultation with the Successful Applicant;

8.1.2. A work experience placement of up to 5 days at a food and wine business internationally (subject to travel restrictions). Exact location will be mutually agreed by the Successful Applicant, Promoter and the Sponsor, following acceptance of the Scholarship Prize by the Successful Applicant. The experience will be catered to the Successful Applicant's area of expertise within the Hospitality Industry;

8.1.3. Attendance at a Professional Development forum to the maximum value of \$3,000 NZD at an international location (subject to travel restrictions) to be determined by the Promoter and the Sponsor in consultation with the Successful Applicant;

8.1.4. Accommodation (up to 14 nights in total) and local travel during the Work Experience Placement and the Professional Development forum to the maximum value of \$5,000 NZD;

8.1.5. \$1,000 NZD spending money;

8.1.6. A year-long mentorship experience. The experience will be catered to the Successful Applicant's area of expertise within the Hospitality Industry.

8.1.7. Access to a Social Media agency for personal digital brand development within 12-months of the date of accepting the Scholarship Prize.

8.1.8. Access to virtual business skills training, which includes access to EAP (mental wellbeing support), physical well-being support, career coaching and financial advice for a total of 12 x 1hr sessions within 12-months of the date of accepting the Scholarship Prize to the maximum value of NZD \$1,800.

8.1.9. Participation in Visa Wellington On a Plate 2026 to deliver a ticketed event or non-ticketed event. The winner will coordinate with the Promoter to arrange logistics for the event.

8.1.10. A trip to Wellington to participate in and attend the 2026 Visa Wellington On a Plate Festival, which includes:

8.1.10.1.1. Tickets to Visa Wellington On a Plate events to the maximum value of \$500 NZD;

8.1.10.1.2. Return economy flights to Wellington from the domestic airport nearest to the Successful Applicant's place of work; and

8.1.10.1.3. One (1) night accommodation in Wellington.

Runners up - unsuccessful finalists

8.2 The two unsuccessful finalists will each receive a travel voucher to the value of NZ\$3,000. The recipients must have travel booked and paid for within six months of acceptance of the prize.

9. Prize acceptance

9.1. The Successful Applicant acknowledges and agrees that they participate in the Scholarship Prize at their own risk.

9.2. Before accepting the Scholarship Prize, the Successful Applicant must have approval from their employer to take up to three weeks' leave to complete the work experience and professional development forum component of the Scholarship Prize.

9.3. Scholarship Prize to be fulfilled by no later than 31 December 2026, or another date to be agreed with the Promoter and Sponsor.

9.4. The Successful Applicant will be required to enter into an agreement with the Promoter and Sponsor prior to receiving the Scholarship Prize. The Successful Applicant agrees to act in good faith in the negotiation and acceptance of the terms of that agreement. If the Successful Applicant and the Promoter and Sponsor cannot agree to terms within 7 days of the relevant Applicant being notified of their selection as the Successful Applicant, the Scholarship Prize will be forfeited in accordance with clause 9.6.

9.5. The Successful Applicant must comply with the Scholarship Prize Applicant Requirements which can be found at <https://forms.gle/CxxMFvJKDbo8qEAq8> If the Successful Applicant

is unable to, or refuses or fails to, comply with the Scholarship Prize Applicant Requirements, the Successful Applicant may be required, at the direction of the Promoter, to return, refund or otherwise make restitution of the Scholarship Prize.

- 9.6. If the Successful Applicant is unable to accept the Scholarship Prize for any reason, or the Scholarship Prize is forfeited due to ineligibility or otherwise, the Scholarship Prize will be awarded to the next best eligible Applicant as determined by, and at the sole and absolute discretion of the Judging Panel, the Promoter and the Sponsor. The awarding of the Scholarship Prize pursuant to this clause will be notified to the relevant Applicants as soon as practicable.
- 9.7. Any costs and expenses not expressly included in the Scholarship Prize are the responsibility of the Successful Applicant. This includes, but is not limited to, additional spending money, additional meals, taxes (excluding airline and airport taxes), insurance, passports, visas, vaccinations, transport to and from departure point, additional transfers, items of a personal nature, in-room charges and all other ancillary costs. The Successful Applicant is responsible for ensuring that they have valid passports, and any requisite visas, vaccinations and travel documentation

10.Scholarship Prize restrictions

- 10.1. The Scholarship Prize is not transferable, exchangeable or redeemable for cash.
- 10.2. Where travel restrictions or official government health and safety advice impacts the Promoter or Sponsor's ability to fulfil any element of the Scholarship Prize, then the Promoter or Sponsor will either defer delivery of the Scholarship Prize or facilitate an alternative prize package or experience to an equivalent value, at the Promoter or Sponsor's discretion.
- 10.3. Once the date, location and details of the Scholarship Prize have been determined, no change can be made. If the Successful Applicant is not able to redeem the Scholarship Prize on the determined dates, the Promoter or Sponsor may award the Scholarship Prize to another Applicant in their sole and absolute discretion.
- 10.4. The Promoter or Sponsor reserves the right to request Applicants to provide proof of identity and proof of address prior to awarding any Scholarship Prize. Identification suitable for verification will be at the discretion of the Promoter. If there is a dispute as to the identity of an Applicant, the Promoter or Sponsor reserves the right, in their sole and absolute discretion, to determine the identity of the Applicant.
- 10.5. The Applicant awarded the Scholarship Prize must declare to the Promoter or Sponsor any

health-related issues that may affect their ability to participate in the Scholarship Prize.

- 10.6. The Promoter or Sponsor reserves the right to award or not award any or all parts of the Scholarship Prize at its sole and absolute discretion.

11. Rights in your application

- 11.1. All applications and Video Submissions (Application Content) become and remain the sole property of the Promoter and Sponsor.
- 11.2. Each Applicant assigns all right, title and interest in the Application Content, including all intellectual property rights, to the Promoter and Sponsor as from the date the Applicant submits the Application Content. Each Applicant agrees that they will execute all such documents and do all such things as may be necessary to enable any such rights, title and interest in the Application Content to be assigned to the Promoter and Sponsor.
- 11.3. Each Applicant consents to any acts or omissions (both past and future) by or on behalf of the Promoter and Sponsor which would otherwise infringe the Applicant's moral rights (as defined in the *Copyright Act 1994*) in any copyright works made or to be made by the Applicant in respect of the Competition.
- 11.4. Each Applicant agrees that the Promoter and Sponsor may make copies of or publish their application in any media whatsoever, without compensation, and undertakes that their application does not, and its use by the Promoter or Sponsor will not be, in breach of any other person's intellectual property rights. An Applicant will not be entitled to receive any fees or royalties with respect to the Promoter's or Sponsor's use of the Applicant's application in accordance with this clause.

12. Personal information and public appearances

- 12.1. The Promoter and Sponsor may use an Applicant's name and image for promotional, marketing and publicity purposes related to this scholarship programme, without compensation due to the Applicant.
- 12.2. The Successful Applicant agrees to make themselves available at such times and in such locations as the Promoter (and where agreed with the Promoter, the Sponsor) may reasonably require in respect of the Competition including without limitation for the purposes of publicity, press calls, photographs, preparing written and visual content, and/or other contributions whether such activity is conducted by the Promoter or Sponsor. The Sponsor will pay the Successful Applicant's reasonable travel expenses incurred in relation to this clause, provided that these expenses are pre-approved by the Sponsor.

- 12.3. The Successful Applicant agrees to make themselves available for further promotional activity as an ambassador of the Competition. The Successful Applicant and Sponsor will mutually agree on the terms of this activity, including any expenses, fees or other contractual obligations involved in such activity.
- 12.4. Each Applicant warrants that they have not entered and/or will not enter into any commercial, sponsorship or other agreement or arrangement with any person, firm or company in respect of their application and that is in conflict with this Competition for the 12-month period from 29 July 2025 to 12-months from date of accepting the Scholarship Prize.
- 12.5. The Promoter and the Sponsor will collect personal information from Applicants as part of this Competition. If an Applicant refuses to provide personal information, this may prevent them from participating in this Competition or being eligible to receive the Sponsorship Prize. All personal information Applicants provide (Personal Information) will be used by the Promoter and Sponsor for the purpose of conducting the Competition and may be entered into a database held by the Promoter or Sponsor or any other third party nominated by the Promoter or Sponsor, to be used for current and future promotion and marketing purposes without further reference or compensation to them.
- 12.6. The Promoter may disclose the Applicant's Personal Information to the Sponsor, the Promoter's contractors and agents to assist in conducting this Competition, to New Zealand regulatory authorities (as required) and in accordance with the Privacy Act 2020.
- 12.7. Applicants may request access to, to update or to correct their Personal Information held by the Promoter or the Sponsor and may request that they not receive further promotion or marketing communications from the Promoter or Sponsor, by contacting the Promoter or the Sponsor at the address in clause 1 or clause 2. Should an Applicant's contact details change during the Competition Period, it is the Applicant's responsibility to notify the Promoter. All Personal Information will be securely stored by the Promoter and the Sponsor.
- 12.8. All details that may be given to the Promoter or the Sponsor throughout the running of the Competition will be used and preserved in accordance with the Privacy Act 2020.

13. Indemnity

- 13.1. Neither the Promoter or Sponsor, its employees, agents, directors and contractors, shall be liable for any delay, death, injury, damages, expenses or loss (whether direct or consequential) whatsoever incurred, suffered or sustained by any person or entity (without limitation) in connection with, or arising from an Applicant taking part in this Competition or any aspect of the Scholarship Prize, except that which cannot be excluded

by law (in which case that liability is limited to the maximum extent permitted by law).

- 13.2. Each Applicant agrees to indemnify the Promoter and the Sponsor (where relevant) in respect of all actions, proceedings, claims, damages and other liabilities which may be brought against the Promoter or Sponsor with respect to any breach by the Applicant of these Terms and Conditions.
- 13.3. Each Applicant acknowledges that there may be inherent risks in some aspects of the Scholarship Prize and that participation in the Competition and/or accepting the Scholarship Prize may involve participating in dangerous activities. By entering this Competition and/or accepting the Scholarship Prize, Applicants accept that risk.
- 13.4. To the maximum extent permitted by law, each Applicant agrees that in the event of any breach of these Terms and Conditions by the Promoter or the Sponsor, the Applicant shall not be entitled to injunct the Promoter or Sponsor and any legal remedy any Applicant may have will lie in an action against the Promoter or Sponsor only for damages limited to NZD \$100.00.

14. General conditions

- 14.1. The Promoter and Sponsor accept no responsibility for any applications not received for any reason during the Submission Period, including due to human error or technical malfunction, and are not responsible for any lost, late, delayed, or misdirected applications or other content due to be received by the Promoter and Sponsor by a specified date. Applications and other content are deemed to be received at the time of receipt into the Promoters' database and not at the time of transmission by the Applicant. Incomplete, indecipherable, or ineligible applications or Video Submissions will be deemed invalid.
- 14.2. The Promoter or Sponsor are not responsible for technical difficulties with the application mechanism. If, for any reason, the Competition is not capable of being run as planned, including due to infection by computer virus, network failure or any other causes beyond the control of the Promoter or Sponsor, which corrupts or affects the administration or proper conduct of the Competition, the Promoter or Sponsor reserves the right in its absolute discretion to take any action that may be available to it, including cancelling, terminating, modifying or suspending the Competition as it sees fit without any liability to any Applicant.
- 14.3. Any Applicant who is deemed to have tampered or interfered with the application mechanism in any way, engaged in any unlawful conduct which jeopardises or is likely to jeopardise the fair and proper conduct of the Competition, or who does not properly comply with the application process, will be ineligible to participate in the Competition.

- 14.4. The Promoter and Sponsor reserve the right to disqualify an Applicant if an Applicant:
- 14.4.1. supplies untruthful, inaccurate, or misleading personal details and/or information,
 - 14.4.2. fails to abide by any rules and/or is in breach of these Terms and Conditions;
 - 14.4.3. submits an application which, in the opinion of the Promoter or Sponsor, includes objectionable content including but not limited to profanity, nudity, potentially insulting, scandalous, inflammatory, or defamatory
 - 14.4.4. images or language or if the application otherwise brings the Promoter or Sponsor into disrepute; or
 - 14.4.5. is deemed in the opinion of the Promoter or Sponsor to be acting outside the spirit of the Competition.
- 14.5. Each Applicant acknowledges that any decision made by the Promoter or Sponsor is final. The Promoter or Sponsor reserves the right to remove any Applicant from the Competition at its sole and absolute discretion.
- 14.6. Neither the Promoter nor Sponsor accept any responsibility for any tax implications that may arise from the Competition. Independent financial advice should be sought. Where the operation of this Competition results in, for GST purposes, supplies being made for non-monetary consideration, Applicants agree to follow the Inland Revenue Department's stated view that where the parties are at arm's length, goods and services exchanged are of equal GST inclusive market values.
- 14.7. Each Applicant must ensure that any other person whose details have been provided by the Applicant to the Promoter or Sponsor for the purposes of the Applicant's participation in this Competition has given their express or implied consent for their details to be provided to the Promoter or Sponsor and any of its related bodies corporate, and to be contacted by the Promoter or Sponsor or any of its related bodies corporate in relation to this Competition.
- 14.8. These Terms and Conditions are governed by the laws of New Zealand. Each Applicant unconditionally submits to the jurisdiction of the courts of New Zealand.
- 14.9. The Promoter or Sponsor may at their sole discretion choose to amend these Terms and Conditions from time to time for any reason.

15. Definitions

- 15.1. Hospitality Industry' means the food and beverage industry and includes but is not limited

to chefs, sommeliers, front of house and bar staff, baristas, producers, winemakers, and restaurateurs.

16. Acceptance of Terms and Conditions

Please read the above Terms and Conditions. By signing below, you certify that you have read and understood, and agree to abide by these Terms and Conditions and that your application will be subject to them.

Signature: _____

Name: _____

Date: _____