

First Steps into the Labour Market

Competition Terms and Conditions

§1.

General provisions

1. The Organiser of the First steps into the labour market competition (hereinafter referred to as **“Competition”**) is Deloitte Poland Sp. z o.o. with its registered office in Warsaw, 00-133, al. Jana Pawła II 22, entered in the register of entrepreneurs kept by the District Court for the capital city of Warsaw, XII Business Division of the National Court Register, under KRS No.0000004728, tax identification number (NIP) 527-020-73-28, and with a share capital of PLN 16,000,500 (hereinafter referred to as **“Organiser”**).
2. These terms and conditions shall be the basis of the Competition and shall outline the rights and duties of the Competition participants (hereinafter referred to as **“Participants”**).
3. The competition is not a promotion lottery as understood by Article 2.1 of the Gaming Law of 19 November 2009 (Journal of Laws No. 201, item 1540) and shall not be governed by the provisions of that Law. The competition is open to all Internet users that fulfil these Terms and Conditions (hereinafter referred to as **“Terms and Conditions”**).
4. Participation in the Competition is voluntary and by joining the Competition the Participant acknowledges to have read and accepts these Terms and Conditions in full.

§2.

Competition Participants

1. The Competition is open to adults with full legal capacity, permanent residents of: Albania, Bosnia and Herzegovina, Bulgaria, Croatia, Czech Republic, Estonia, France, Hungary, Kosovo, Latvia, Lithuania, Moldova, Montenegro, Poland, Republic of North Macedonia, Romania, Serbia, Slovakia and Slovenia who satisfy all the criteria set out below
 - a. they take part in the Internet survey titled “First steps into the labour market” available at: www.deloitte.com/FirstSteps (hereinafter referred to as **“Survey”**);
 - b. they have accepted these Terms and Conditions;
 - c. at the date set they provide answers to the competition task referred to in Article 3.7.
2. This Competition is not open to the employees of the Organiser, Deloitte companies with their registered offices in the countries listed in Article 2.1. above and any other companies co-organising the Competition and relatives of the employees of those entities up to the second degree.
3. The Participant shall comply with these Terms and Conditions and acknowledges that they satisfy all the Competition eligibility criteria. A Participant who does not satisfy the criteria set out herein shall lose the right to take part in the Competition and receive the award, if applicable.

§3.

Rules of the Competition

1. The objective of the Competition is to award — in a just manner — in-kind prizes to 9 (nine) persons who present the best, the most interesting and most creative answers in the Competition (hereinafter referred to as **“Winners”**).
2. The prizes in the Competition shall be Apple iPads Air Wi-Fi 64GB worth approximately 600 EUR.
3. The prizes shall not be exchangeable for cash or any other prizes. The right to the prize cannot be transferred to any other person.
4. The Winners shall receive an additional financial prize equal to the personal income tax on the Competition prize, calculated by reference to the value of the in-kind prize grossed-up by the income tax due. The amount shall not be

provided to the Winner but it shall be used for the purposes of payment of the income tax on the prize value, due from the Competition winner (“prize gross-up”) in accordance with applicable local Personal Income Tax acts.

5. The Organiser shall withhold the lump-sum of income tax on prize value and pay it to the competent Tax Office.
6. The Competition shall start on 1 October at 00:00:00 and end on 9 November 2020 at 23:59:59. Winners will be selected within 30 days of the end of the Competition.
7. The Competition task is to write an answer of up to 150 characters including spaces in English (hereinafter referred to as “**answer**”) that will finish the following sentence: “If I could make one decision based on my beliefs and ability to impact planet and people’s lives in a positive way I would:...”. The answers must be original and must not breach anyone else’s rights.
8. The answers shall be submitted via a designated form available at www.deloitte.com/FirstSteps. By sending an answer the Participant acknowledges that they are the owner of exclusive and unlimited copyrights to the answers and that the Participant assumes all liability towards the Organiser for any legal defects in the answers, and in particular for any claims that may be brought by third parties against the Organiser in connection with a breach of their copyrights.
9. The Organiser shall acquire the rights to every awarded answer, including all economic rights to every awarded answer. Once every Winner receives the prize, the Organiser acquires from the Winner receiving the prize, for no additional remuneration, economic rights to use the answer with no territorial restrictions, on all fields of use referred to in Article 50 of the Act of 4 February 1994 on copyright and related rights (Journal of Laws of 2000, No. 80, item 904, as amended), including the following fields:
 - (i) as regards recording and multiplying the answers — producing copies of the work using any technique, including printing, reprography, magnetic and digital recording;
 - (ii) as regards trading in the original answer or its copies — marketing, lending or renting the original or its copies;
 - (iii) as regards publishing the answers in a manner other than that outlined in point (ii) — public performance, exhibition, displaying, playing as well as broadcasting and rebroadcasting, and publishing the answer in such a manner so that it becomes accessible to all, at any given place and time, and the right to permit the use of the derivative copyrights.
10. Once the prize is awarded, the Organiser shall also become the owner of the exclusive right to permit the use of derivative copyrights to the awarded answer. If the transfer of the economic rights to the awarded answers, to the extent outlined above, required additional actual or legal measures, the Winner shall take such measures without expecting any additional remuneration. The Winner shall authorise the Organiser to exercise, on their behalf, moral rights and shall not exercise their moral rights with respect to the Organiser.
11. Regardless of the provisions of section 9 above, upon the entry in the Competition, every Participant shall provide the Organiser, without any additional remuneration, with a licence to use the submitted answer on the fields of use outlined in section 9 above. Specifically, the most interesting answers or their parts shall be published in the materials promoting the competition and the survey and will be used in the graphical presentation of the survey report.
12. The Participant confirms and guarantees that when the Organiser is using the answers, the answers may be published anonymously. The Organiser shall not be obliged to add the name and surname of the Participant to the answers, parts of answers and their copies.
13. The winners shall be selected by a committee appointed by the Organiser comprising 9 persons. Only the committee shall be authorised to evaluate the answers and select the Winners. The decision of the committee shall be final.
14. The committee may decide not to select any Winners or select fewer than 9 (nine) Winners, if it decides that the answers do not satisfy these Terms and Conditions.
15. The Winners shall be informed of their prize via email sent to the address provided by the Participant during registration.
16. The prizes may be collected in person at the registered office of the Organiser or may be sent via mail. The decision whether the prize will be collected in person or sent via mail shall be made by the Winners, who shall inform the Organiser accordingly by contacting the Organiser in the manner outlined in the email with information about the prize.
17. The prizes which have not been awarded because the Winner(s) failed to satisfy these Terms and Conditions or which have not been collected by the Winners within 2 (two) months of the relevant information shall remain the property of the Organiser.

Personal data protection

1. The Organiser may process the personal data provided by the Participant within the following extent: *name, surname, email address, mailing address, phone number and other information the Participant might share* (hereinafter: **“Personal Data”**).
2. By submitting the Competition form, the Participant is granting his/her consents to the processing of personal data for the purposes related to the organisation of the Competition. The consent wording, as well as the information about circumstances of the processing of personal data, is made available to the Participant equally as these Terms and Conditions.

§5.

Final provisions

1. These Terms and Conditions shall be available throughout the duration of the Competition at: www.deloitte.com/FirstSteps.
2. The Organiser shall not be liable for any technical issues related to the ability to participate in the Competition, in particular, for the correct functioning of Internet connection used by the Participants to send their answers.
3. The Organiser reserves the right to interpret these Terms and Conditions and its interpretation will be final. The Organiser shall also settle any disputes with respect to the application of the Terms and Conditions and any issues in connection with the Competition.
4. The Organiser shall reserve the right to amend these Terms and Condition before the prizes are awarded.
5. Any matters which have not been outlined herein shall be governed by the provisions of the Polish law, in particular provision of the Civil Code and the Act on copyright and related rights.

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