

Refer-A-Friend Terms and Conditions

The Refer-A-Friend Scheme Terms and Conditions (hereafter Terms and Conditions) below constitute a legal agreement between the Refer-A-Friend Scheme participant as the “Referrer” (more particularly defined below) and Robert Walters Company Limited. (hereafter “Company”), who is the legal owner of the domain name and web site www.robertwalters.com.tw (hereafter “Website”).

The Scheme allows the Referrer to promote the Company's Refer-A-Friend Scheme and receive a referral gift on these Terms and Conditions.

1. Definitions and Interpretation

1.1 In these Refer-A-Friend Scheme Terms and Conditions, the following words shall have the meaning respectively ascribed to them:

“**Candidate**” means an individual who is currently registered in the data base of the Company or its affiliate.

“**Scheme**” means Refer-A-Friend Scheme.

“**Referrer**” means a Candidate and voluntarily participates in the Scheme by referring eligible friends to become Referee.

“**Referee**” means a person who is not an existing Candidate of the Company and who has given his/her approval and whom the Referrer has referred through the Scheme.

2. Period of Validity

2.1 This Scheme is valid from 1st May 2022 until midnight of 31st December 2022. Any referrals made after this date will not be eligible for a reward under this Scheme.

3. Eligibility Criteria

3.1 The Scheme is open and available to Referrers who meet the following criteria:

3.1.1 The Referrer must be a registered Candidate of the Company.

3.1.2 The Referee must be a new candidate and not be an existing registered Candidate of the Company.

3.1.3 The Referrer will not be eligible to receive the referral gift under this Scheme in the event that the Referee is already a Candidate registered in the database of the Company at the date of referral or if the Company has already received the details of the Referee from independent sources but has not yet entered them on the Company database.

3.1.4 The Referee must be notified and have consented to their details, personal data and information being passed to the Company for this Scheme before the date of the referral by the Referrer.

3.1.5 Referee can only be referred to the Company once. In the event that a Referee is referred to the Company more than once, only the first person to refer the Referee to the Company (with the Referee's permission) will be eligible for a referral gift under this Scheme.

3.1.6 Permanent employees and contract and temporary workers working directly for the Company and its subsidiaries (for example, Resource Solutions) are not eligible to participate in the Scheme.

3.1.7 The Referrer will only be eligible to receive the referral gift if the Referee is placed with the Company's client in permanent or contract employment within Taiwan.

4. Referrer Responsibilities

4.1 The Referrer will indemnify the Company and its officers, directors and employees, affiliates or any of them on demand against any and all loss, damage, claims, demands, actions, costs (including legal/attorney fees), charges, expenses and liabilities of whatsoever nature incurred by or awarded to the Company and/or its officers, directors and employees, affiliates, arising directly or indirectly out of Referrer's failure to obtain consent from the Referee before any personal data or information about the Referee is passed to the Company for this Scheme.

4.2 The Referrer agrees that the Company will not be held liable for any loss or claim arising out of the use of any of the vouchers or products in this Scheme and waive all claims against the Company, The Referrer acknowledge that they would exercises such vouchers or experiences wholly at their own volition and risk.

4.3 The Referrer agrees that he or she will not make any representations, promises, warranties or other statements about the Company or the Company's Website, products, services or policies other than as may be expressly approved in writing by the Company or as otherwise provided to the Referrer by the Company for that purpose.

4.4 The Referrer is responsible for providing the full and accurate information requested by the Company in connection with the Scheme. Such information includes, but is not limited to, contact details about the Referee.

5. Terms for Earning the Referral Gift under the Scheme

5.1 Subject to meeting the requirements of Clauses 2, 3 and 4:

5.1.1 The referral gift voucher can be given after the details of the Referee are verified by the Company.

5.1.2 Referrer is eligible to receive gift Uber or Uber Eats vouchers worth TWD200 if the refer one Referee whose contact details are verified by the Company. The maximum number of referrals is 2.

5.1.3 The Referrer is eligible to receive an Easy Card worth TWD10,000 if they refer Referee (s) who is placed in a permanent or contract position by the Company. This is only applicable to the first and second successful referrals and placements.

5.1.4 Upon the third and successful referral and placement, the Referrer is eligible to receive an Easy Card worth TWD30,000.

5.2 The referral detailed in this Scheme is a net payment. The Company is not responsible for any taxes, as required by law, arising from the provision of the referral gift(s).

5.3 In the event that the Company (for any unforeseen reason) is unable to procure the indicated gift, the Referrer will receive a substitute gift of commensurate value entirely at the Company's discretion subject to these Terms and Conditions.

6. Governing Law

These Terms and Conditions are governed by and construed in accordance with the laws of Taiwan.