

TERMS AND CONDITIONS OF PARTICIPATION - PARENT REFERRALS

- 1) **Qualified Referrals. A qualified referral occurs when**
 - a) The referred is an individual who is employed at an organisation with a minimum of 300 employees in 1 office location
 - b) The referred is an individual who is employed within a HR function
 - c) The referred has a genuine interest in using KidsCo
 - d) The referrer shares the referral link to their network
 - e) The referral completes the submission form
 - f) The referral speaks to a KidsCo representative

- 2) **Converted Referrals. A converted referral occurs when**
 - a) Meets the requirements of a Qualified Referral
 - b) The referral has paid for a KidsCo program

- 3) **Reward Payments**
 - a) A \$50 gift voucher per qualified referral will be issued to the referrer no later than (14 days) from initial conversation with KidsCo
 - b) The \$50 gift voucher can only be issued once per qualified referral.
 - c) Once a qualified referral has been converted into a converted referral, KidsCo will be in touch with the referrer no later than (14 days) to issue the \$2,000 reward and how it can be redeemed (Personal use or charity of your choice)
 - d) The converted referral reward will only be provisioned once per converted referral (no trailing commission)

- 4) Referrals must be Australia based

- 5) KidsCo reserves the right to amend, suspend or cancel the Referral Program at any time.

- 6) You must use the referral link to refer your network to KidsCo in order to be eligible for the reward.

- 7) Referral rewards must be redeemed within 12 months from the date of referral conversion.

- 8) If you are currently in contact with a representative from KidsCo, you will not qualify for the referral program.

- 9) KidsCo reserves the right to terminate a user's involvement in the Program if KidsCo suspects that there is some abuse of the Program.

10) Abuse definitions

Abuse of the program includes but is not limited to the following:

- a) **Fake Referrals:** Creating fake or non-genuine referrals by using fictitious information or accounts to earn rewards or benefits.
- b) **Self-Referrals:** Registering multiple accounts or using different identities to refer oneself, often with the intention of collecting rewards multiple times.
- c) **Referral Spam:** Sending unsolicited referral links or spamming others with referral requests without their consent, often through email, social media, or messaging platforms.
- d) **Incentivizing Ineligible Referrals:** Offering incentives or rewards to people who are not genuinely interested in the product or service being referred, encouraging them to sign up solely for the referral rewards.
- e) **Misleading Information:** Providing false or misleading information to potential referrals about the benefits or features of the product or service in order to entice them to sign up.
- f) **Script or Bot Usage:** Employing automated scripts, bots, or software to generate referrals artificially, without any human interaction or legitimate interest.
- g) **Identity Theft:** Using stolen or unauthorized personal information to create referrals or accounts in someone else's name, often without their knowledge or consent.
- h) **Collusion:** Cooperating with others to abuse the referral program, such as mutually referring each other to earn rewards or benefits.
- i) **Exploiting Program Loopholes:** Identifying and exploiting vulnerabilities or weaknesses in the referral program's terms and conditions to gain an unfair advantage.
- j) **Excessive Referrals:** Generating an excessive number of referrals that go beyond what would be considered reasonable or legitimate participation in the program.

11) KidsCo may amend these terms and conditions from time to time and revised terms and conditions shall become effective immediately upon publishing.

12) Indemnification

- a) Participants agree to indemnify, defend, and hold KidsCo Australia and its representatives and agents harmless from and against any and all third party claims, demands, liabilities, costs, or expenses, including attorney's fees and costs, arising from, or related to any breach by the participant of any of these Program Terms and Conditions or any violation by Participant of applicable law