



# Refer a Friend Scheme

## Terms and Conditions

These terms and conditions (“**Referral Terms**”) apply to anyone referring a friend or relative as a potential applicant to the Ascenti Group (trading through Ascenti Physio Limited with company number 04530716 and Ascenti Health Limited with company number 03225768 and under the brand Advo Health hereinafter referred to as “**Ascenti**”, “**we**” or “**us**”). By submitting a form to participate in the Refer a Friend Scheme you are taken to have agreed to be bound by these Referral Terms in full so please read these Referral Terms carefully before participating in this Refer a Friend Scheme. If you have any questions in respect of these Referral Terms please contact us at [careers@ascenti.co.uk](mailto:careers@ascenti.co.uk) before submitting a form.

### 1 Definitions

In the context of these Referral Terms, the following words shall have the following meanings:

“**Employment Start Date**” means, following a Successful Referral, the date a Referred Friend commences employment at Ascenti;

“**Referrer**”, “**you**” or “**your**” means an eligible person who sends/sent the Referral Link;

“**Referred Friend**” means an eligible friend or relative known personally to the Referrer who receives/received the Referral Link from the Referrer;

“**Referral Link**” means a hyperlink to an online form provided to the Referrer to be shared with a Referred Friend;

“**Referral Reward**” means a shopping voucher (for such store or stores as selected by us in our reasonable discretion) in the amount of £200 awarded, subject to these Referral Terms, to a Referrer for a Successful Referral;

“**Successful Referral**” means a referral which results in a Referred Friend being employed by Ascenti as a result of such referral and remaining employed by Ascenti for minimum of 4 weeks.

### 2 Eligibility: Referrer

2.1 A Referrer must be an individual person who is above the age of 18 and resident in the UK.

2.2 Referrals made by or on behalf of third party recruiters, recruitment agencies or any other business or legal entity will not be eligible.

2.3 A Referrer must not be a current employee of Ascenti. Current employees of Ascenti are subject to the internal Employee Referral Policy.

2.4 We reserve the right to verify the identity of Referrers and may require proof of eligibility.

2.5 You may not refer yourself under this Refer a Friend Scheme.

2.6 For you to be eligible for a Referral Reward following a Successful Referral:

2.6.1 you must meet the eligibility requirements set out in this clause 2;

2.6.2 the Referred Friend must meet the eligibility requirements set out in clause 3; and

2.6.3 the Referred Friend must use the Referral Link that is shared with them by you to apply for a role with Ascenti and must identify you as the Referrer when applying for such role.

2.7 You will not be eligible for a Referral Reward in the event that:

2.7.1 the Referred Friend applies otherwise than by using the Referral Link shared by you



(including where the Referred Friend applies directly without using the Referral Link shared by you or via an agency or other intermediary); and

- 2.7.2 the Referred Friend does not identify you as the Referrer when applying for a role with Ascenti under this Refer a Friend Scheme.
- 2.8 Only one Referral Reward which will be issued by us in respect of every Successful Referral and in the event that a Referred Friend is referred to Ascenti by two or more referrers, we reserve the right in our absolute discretion to determine whether and who to the Referral Reward will be issued.

### **3 Eligibility: Referred Friend**

- 3.1 A Referred Friend is an individual person above the age of 18 who is personally known to the Referrer and who is working in the UK or is eligible to work in the UK.
- 3.2 The Refer a Friend Scheme shall not apply, and no Referral Reward shall be made, where:
  - 3.2.1 the Referred Friend requires Ascenti to act as a sponsor or similar in respect of any visa that the Referred Friend requires to enable the Referred Friend to work in the UK; any individual wishing to apply to Ascenti where visa sponsorship or similar is required shall apply to Ascenti directly via [careers@ascenti.co.uk](mailto:careers@ascenti.co.uk)
  - 3.2.2 the Referred Friend has been introduced to Ascenti via an agency or other intermediary in the 6 months prior to the referral being made.
- 3.3 Where the Referred Friend is applying for a clinical role, they must be registered with the Health and Care Professions Council (HCPC) prior to their application to Ascenti in order for the Referrer to be entitled to a Referral Reward in accordance with the terms of the Refer a Friend Scheme
- 3.4 Current Ascenti employees, third-party recruiters, recruitment agencies and other business or legal entities are not eligible to become a Referred Friend under this Refer a Friend Scheme.

### **4 Referral Process**

- 4.1 To participate in this Refer a Friend Scheme you must follow the instructions on our [Ascenti website](#) or [Advo Health website](#) and enter your details in the form by following this link for Ascenti: <https://www.ascenti.co.uk/careers/refer-a-friend> or this link for Advo Health: <https://advohealth.co.uk/advo-refer-a-friend-scheme/>
- 4.2 Once registered, Referrers eligible for this Refer a Friend Scheme will be sent a Referral Link email which can be shared with a friend or relative in accordance with these Referral Terms.
- 4.3 A Referred Friend may access the Referral Link to register their details so they can be contacted by us about a vacancy with Ascenti that they may be interested in.
- 4.4 If a Referred Friend is successfully placed in a role with Ascenti and your referral under this Refer a Friend Scheme is a Successful Referral, you will be eligible for the Referral Reward subject to these Referral Terms.
- 4.5 You agree for us to use the details you provided to us on our website in order for us to issue the Referral Reward following a Successful Referral in accordance with these Referral Terms.

### **5 Referral Reward**

- 5.1 You will only qualify for the Referral Reward after the Employment Start Date.
- 5.2 For every Successful Referral you will receive a Referral Reward which will be issued by us within 8 weeks of the Employment Start Date.
- 5.3 Only those Successful Referrals that result in employment with an Employment Start Date that is a date not more than 3 months after the Successful Referral will qualify for the



Referral Reward.

- 5.4 We will monitor compliance with the Refer a Friend Scheme. You will not be eligible for the Referral Reward in the event that:
- 5.4.1 in our reasonable opinion any of the eligibility criteria in these Referral Terms is not met or you have breached any of these Referral Terms;
  - 5.4.2 we have reasonable grounds to suspect fraud, abuse or misuse of the Refer a Friend Scheme and/or any other error affecting the proper operation of the Refer a Friend Scheme;
  - 5.4.3 the Referred Friend leaves employment with Ascenti for any reason within 4 weeks of the Employment Start Date.
- 5.5 We may delay issuing a Referral Reward in accordance with these Referral Terms (i) for the purposes of investigation or verification of the matters referred to in clauses 5.5.1 and 5.5.2 or (ii) for any other reason where it is, in our reasonable opinion, necessary or desirable to do so.
- 5.6 The Referral Reward is not transferable and no cash alternative will be offered in place of the Referral Reward. We reserve the right in our absolute discretion to substitute a reward of equivalent or greater value if this is necessary for reasons beyond our control.

## **6 General**

- 6.1 This Refer a Friend Scheme is valid until September 2023.
- 6.2 We reserve the right to amend, modify, cancel or withdraw the Refer a Friend Scheme at any time and without notice, save that you will be entitled to receive a Referral Reward for any referrals awarded before this Refer a Friend Scheme is withdrawn.
- 6.3 The Referral Link is for personal use only and cannot be used for business or commercial purposes.
- 6.4 Any information supplied by you will only be used in accordance with this Refer a Friend Scheme and will not be passed to any third parties. More information on how we collect, store and use your information can be found in our privacy policy available at <https://www.ascenti.co.uk/privacy> ("**Privacy Policy**").
- 6.5 In the event of any dispute in connection with any Referral Reward, our decision will be final.
- 6.6 This Refer a Friend Scheme cannot be used in conjunction with any other such incentive scheme which we may offer from time to time.
- 6.7 By participating in this Refer a Friend Scheme you acknowledge and accept these Referral Terms, together with our Privacy Policy, in their entirety.
- 6.8 These Referral Terms shall be governed by the laws of England and Wales and the parties submit to the exclusive jurisdiction of the courts of England and Wales, unless you are resident in Scotland in which case you or us can bring a claim in the courts of Scotland or if you if you are a resident in Northern Ireland, you or us can bring a claim in the courts of Northern Ireland.