

The Online Retail Industry Awards (ORIAS) Unsung Hero Award

Conditions of entry

Sponsor Details	Australian Postal Corporation (ABN 28 864 970 579) trading as “Australia Post”, 111 Bourke Street, Melbourne, VIC 3000 (Sponsor).
Entry Restrictions	<p>To nominate an individual for the ORIAS Unsung Hero Award, at the time of entry, the individual making the nomination must be an Australian resident, aged 18 or over and be a registered employee of the same online retailer as the individual they are nominating (Nominator).</p> <p>A Nominator, may only nominate an individual that, at the time of entry, is an Australian resident, aged 18 or over and a registered employee of the same online retailer that employs the Nominator (Nominee).</p> <p>A Nominator, prior to nominating the Nominee, must also have obtained the consent of the Nominee to nominate them for the ORIAS Unsung Hero Award.</p> <p>Directors, officers, management and employees (and the immediate families of directors, officers, management and employees) of the Sponsor, StarTrack or any of the agencies or companies associated with this competition are ineligible to enter.</p>
Award Categories	<p>Upon entry, a Nominator must enter their selected Nominee into one (1) of the following categories:</p> <p>(a) Australia Post ORIAS Unsung Hero Award, Small Business: If the Nominator & Nominee are employed by an online retailer with less than \$2M in annual revenue, this category must be selected.</p> <p>(b) Australia Post ORIAS Unsung Hero Award, Large Business: If the Nominator & Nominee are employed by an online retailer with over \$2M in annual revenue, this category must be selected.</p> <p>The Sponsor reserves the right to reasonably request information from the Nominator and/or Nominee to verify that the Nominee has been validly entered into the correct award category, for example, financial statements from their employer’s most recent financial year. If the Nominator and/or Nominee do not comply with the Sponsor’s reasonable request for verification, the Sponsor may, at its absolute discretion, declare that the Nominator’s entry is no longer valid.</p>
Competition Period	9.00am (AEST) on 24/09/2020 to 11.59pm (AEDT) on 19/10/2020.
Entry Method	<p>During the Competition Period, a Nominator may select a Nominee for the award by:</p> <p>(a) visiting the following URL: https://www.judgify.me/orias20AP (Website) or https://www.judgify.me/orias20;</p> <p>(b) completing and submitting the following online entry form details:</p> <p style="margin-left: 40px;">(i) the Nominator’s full name, phone number and business name;</p> <p style="margin-left: 40px;">(ii) the Nominee’s full name and business name;</p> <p style="margin-left: 40px;">(iii) confirmation that the Nominator has the Nominee’s consent to enter them in the running for the ORIAS Unsung Hero Award;</p> <p style="margin-left: 40px;">(iv) selecting one of the Award Categories relevant to the Nominee;</p>

	<p>(v) answering the following questions in 250 words or less (per question):</p> <p>(A) Who is the candidate and what was their contribution?</p> <p>(B) What is the impact of their contribution and/or success on your organisation?</p> <p>(C) How have your customers/industry benefited from their contribution? and</p> <p>(D) Which, if any, barriers or difficulties did the individual overcome in order to get results?</p>
Entry Limits	<p>Entries are limited to one (1) Nominee, per business, in each of the two (2) Award Categories, during the Competition Period.</p> <p>In the event that more than one (1) Nominee is entered for the same business under one (1) of the Award Categories, the first submitted entry for that business will be valid for judging.</p>
ORIAS Event Details	<p>The ORIAS event is scheduled to take place on 26/11/2020.</p>
Winner Determination	<p>At the end of the Competition Period, the Sponsor will shortlist six (6) Nominees for each of the two (2) Award Categories. The shortlisted Nominees will be announced at the ORIAS event.</p> <p>The best valid entry in each of the two (2) Award Categories, as determined by the judging panel, will each win an award.</p> <p>The Sponsor and the judging panel, at their absolute discretion, each reserve the right to not make an award to a Nominee if its corresponding entry has been deemed to not be in accordance with the Sponsor's brand guidelines, or has otherwise been deemed to be unsuitable.</p>
Award Details	<p>There are two (2) Unsung Hero awards to be won. One (1) in each of the two (2) Award Categories.</p> <p>Each award includes the title of being an "Unsung Hero" and associated industry recognition. The titles have no monetary value.</p> <p>The employers of the two (2) winners, and the two (2) winners, will be able to use the ORIAS logo for their own marketing collateral in accordance with the ORIAS branding guidelines.</p> <p>See paragraph 9, 10 & 14 for full award details and conditions.</p>
Winner Notification	<p>The winners will be notified at the ORIAS event (if they attend), or by phone and email on 30/11/2020.</p>

- 1 Information regarding awards and how to enter forms part of these conditions. By submitting an entry form, Nominators and Nominees (**Entrants**) accept these conditions.
- 2 The competition will be conducted during the Competition Period.
- 3 Each online entry will receive a return email confirming their nomination was successfully entered into the competition. By entering this competition, Entrants consent to receiving this electronic message.
- 4 Entries must be received during the Competition Period. Entries are deemed to be received at the time they are received by the entry database and not at the time of submission by the Entrants. The Sponsor has no control over communications networks and is not liable for any problems associated with them due to traffic congestion, technical malfunction or otherwise. The Sponsor is not liable for any consequences of user error including (without limitation) costs incurred in entering

the competition. Entrants are responsible for their own costs associated with accessing the Internet.

- 5 The Sponsor is not liable for late, lost, incomplete, misdirected, incorrectly submitted, delayed or illegible entries, correspondence or claims for awards due to error, omission, tampering, theft, destruction or otherwise.
- 6 This is a game of skill; chance plays no part in determining the winners. Each valid entry will be judged based on, among other things, the Nominee's overall contribution to their organisation, as determined by the details provided about the Nominee in the online entry form.
- 7 Each "250 words or less" answer must be the original work of the Entrants. By entering this competition, Entrants:
- (a) consent to the Sponsor making copies of or publishing the whole or any part of their entry (including the "250 words or less" answer) and otherwise exploiting the entry and any rights in relation to the entry, to publicise this competition or for any other purposes;
 - (b) undertake to the Sponsor that their entry is not, and its use by the Sponsor will not be, in breach of any third party intellectual property rights;
 - (c) grant the Sponsor a world-wide, royalty free, perpetual, irrevocable, transferrable licence (with a right to sublicense) to use their entry submitted as part of this competition for any purpose;
 - (d) permit the Sponsor to edit, adapt and alter their entry for inclusion on the Sponsor's Website, Facebook, Instagram LinkedIn (the **Media Channels**);
 - (e) acknowledge that their entry and information about the Nominee included in the entry may be made publicly available by the Sponsor (in its absolute discretion) and will be accessible to the general public to view;
 - (f) warrant that their entry does not include any content that contravenes any law, infringes the rights of any third party, is obscene, offensive, discriminatory, indecent, otherwise objectionable or inappropriate or makes any improper or inappropriate invasion of the privacy of any person. Without limitation, Entrants must not include any content that involves nudity, malice or which may be defamatory or in contempt of court;
 - (g) warrant that their entry does not include any literary, dramatic or artistic work, or any other item in which copyright subsists, unless the Entrants are entitled to do so; and
 - (h) warrant that their entry contains no virus or other computer code or material embedded in it which may have a negative impact on the Website any network or third party computer systems.
- 8 The Sponsor may (but is not obliged to) determine at any time, in its absolute discretion, whether or not to publish any entries on the Sponsor's Media Channels, remove any entries once published on the Media Channels, or amend, edit or modify any entries (or any part thereof), or disqualify or invalidate any entry including (without limitation) if the Sponsor is of the view that:
- (a) the entry does not comply with paragraph 7; or
 - (b) the entry otherwise breaches these conditions of entry.
- 9 All Nominees attending ORIAS event must fully comply with the Sponsor's instructions and event rules (which will be provided to the participants before or upon attending the event) at all times. The Sponsor reserves the right to disqualify any Nominee at the ORIAS event who fails to comply with the Sponsor's instructions, the event rules or these conditions of entry.
- 10 The winners must, at the Sponsor's request, participate in all promotional activity (such as publicity and photography) surrounding the winning of any award, free of charge, and they consent to the Sponsor using their names and images in promotional material.
- 11 The Sponsor may require the winners to provide proof of identity, employment, proof of age and proof of residency. Identification considered suitable for verification is at the Sponsor's discretion.

- 12 If a winning entry is deemed not to comply with these conditions of entry, the entry will be discarded and the prize will be awarded to the Nominee with the next best valid entry, as determined by the judges.
- 13 The Sponsor may, in its sole discretion, disqualify all entries from, and prohibit further participation in this competition by, any person (including without limitation a winner) who tampers with or benefits from any tampering with the entry process or with the operation of the competition or acts in violation of these conditions, acts in a disruptive manner or acts with the intent or effect of annoying, abusing, threatening or harassing any other person or behaves in a manner which may diminish the good name or reputation of the Sponsor or any of its related bodies corporate or the agencies or companies associated with this competition, is contrary to law or is otherwise inappropriate.
- 14 The Sponsor may in its absolute discretion cancel the prize or otherwise cease to provide any benefit of the award to a winner if the winner, in the opinion of the Sponsor, is under the influence of alcohol or any other drug, behaves aggressively or offensively, or behaves in a manner which may diminish the good name or reputation of the Sponsor or any of its related bodies corporate or the agencies or companies associated with this competition, is contrary to law or is otherwise inappropriate.
- 15 The Sponsor's decision is final and no correspondence will be entered into.
- 16 The awards are not transferable or exchangeable and cannot be redeemed for cash. If for any reason a winner does not take an element of an award (e.g. the use of the logo on their own marketing) at the time stipulated by the Sponsor then that element of the award will be forfeited and cash will not be supplied instead.
- 17 The Sponsor and its associated agencies and companies will not be liable for any loss (including, without limitation, indirect, special or consequential loss or loss of profits), expense, damage, personal injury, illness or death which is suffered or sustained (whether or not arising from any person's negligence) in connection with this competition or accepting or using any award, except for any liability which cannot be excluded by law (in which case that liability is limited to the minimum allowable by law). Nothing in these conditions restricts, excludes or modifies or purports to restrict, exclude or modify any statutory consumer rights under any applicable law including the *Competition and Consumer Act 2010 (Cth)*.
- 18 The Sponsor may communicate or advertise this competition using Facebook, Instagram and LinkedIn. However, the competition is in no way sponsored, endorsed or administered by, or associated with, Facebook, Instagram or LinkedIn. Entrants are providing their information to the Sponsor and not to Facebook, Instagram or LinkedIn. Entrants completely release Facebook, Instagram and LinkedIn from any and all liability.
- 19 If for any reason any aspect of this competition is not capable of running as planned, including by reason of computer virus, communications network failure, bugs, tampering, unauthorised intervention, fraud, technical failure or any cause beyond the control of the Sponsor, the Sponsor may in its sole discretion cancel, terminate, modify or suspend the competition, or invalidate any affected entries.
- 20 **Privacy notice: The information requested on the entry form is being collected by Australia Post so that you can enter and we can administer and advertise this promotion, including by publishing the name of the winners on <https://www.onlineretailer.com/en-gb/orias.html>.** Without this information, we are unable to process your entry. Your personal information is managed in accordance with Australia Post's Privacy Policy. This sets out how you may seek access to and correction of your personal information and how to make complaints. A copy is available at auspost.com.au/privacy. Australia Post may only disclose the information provided by you if required or authorised by law, or in accordance with our Privacy Policy. Please refer to the Privacy Policy or contact the Privacy Contact Officer, Australia Post, GPO Box 1777, Melbourne, Vic 3000 for any privacy related queries.