

Referral Scheme Terms and Conditions

Impact IT Solutions (UK) Limited

Effective Date: 30th July 2025

These Terms and Conditions govern participation in the Referral Scheme offered by Impact IT Solutions (UK) Limited, a company incorporated in England and Wales under Company Number 05006322, with its registered office at Unit 27B Osprey Court, Hawkfield Way, Hawkfield Business Park, Bristol, BS14 0BB ("Impact IT Solutions"). By participating in this Referral Scheme, participants agree to be bound by the following terms:

1. Eligibility

- 1.1 Only Active Clients of Impact IT Solutions are eligible to participate as referrers.
- 1.2 An Active Client is an individual or business entity that:
 - Maintains an ongoing contractual relationship with Impact IT Solutions.
 - Is current on all invoiced payments for a minimum of one (1) calendar month prior to any referral.
 - Remains eligible to benefit from services under their agreement with Impact IT Solutions.
- 1.3 A client whose account is suspended, terminated, or delinquent does not qualify.
- 1.4 The Referred Company must:
 - Have no prior contractual relationship or service engagement with Impact IT Solutions.
 - Not be a subsidiary, affiliate, or entity in which the referrer has a personal, familial, or financial interest.

2. Referral Submission

- 2.1 All referrals must be submitted via the official referral form on the Impact IT Solutions website.
- 2.2 The referrer must provide full and accurate details for both them and the referred company, including:
 - Full name
 - Email address
 - Telephone number
 - Company nameIncomplete or inaccurate submissions may be disqualified.

3. Referral Qualification Criteria

- 3.1 To qualify for a Referral Incentive:
 - The referred company must enter into a qualifying IT Support, Web Development, Professional Services or Compliance Consultancy contract with a minimum term of six (6) months and a contract value of at least **£500**
 - The contract must remain active and uncanceled for a minimum of sixty (30) calendar days from the effective date.
- 3.2 Impact IT Solutions reserves the right to conduct additional checks to verify eligibility and compliance.

4. Referral Incentive

- 4.1 Upon successful qualification, the referrer may choose one of the following:
- A £150 gift voucher of their choice; or
 - A £200 donation to a recognised UK charity, subject to approval by Impact IT Solutions.
- 4.2 Incentives will be issued within 30 days of the referrer meeting the qualification requirements.
- 4.3 Incentives are:
- Non-transferable
 - Not redeemable for cash or services
 - Limited to one incentive per referrer.

5. Scheme Limitations and Conflicts of Interest

- 5.1 The following referrals are not eligible:
- Referrals to companies owned or controlled by the referrer.
 - Companies with overlapping board members or shareholders.
 - Close familial relationships (spouse, parent, child, sibling).
 - Referrals where the referrer benefits beyond the standard Referral Incentive.
- 5.2 Impact IT Solutions reserves the right to determine and disqualify any referrals presenting a Conflict of Interest.

6. Fraud Prevention and Verification

- 6.1 Impact IT Solutions reserves the right to:
- Verify the authenticity of referral submissions.
 - Investigate suspected fraud, manipulation, or abuse of the scheme.
 - Disqualify participants found in breach of these terms.
 - Take legal action where necessary.

7. Data Protection

- 7.1 Impact IT Solutions is committed to protecting personal data in compliance with the UK General Data Protection Regulation (UK GDPR) and the Data Protection Act 2018.
- 7.2 Personal data will be processed lawfully and solely for administering the referral scheme.
- 7.3 Data will be retained for the duration of the scheme and up to one (1) year thereafter for auditing and compliance purposes, unless otherwise required by law.
- 7.4 Participants may request access to, correction of, or deletion of their data by contacting legal@impactitsolutions.co.uk

8. Technical Disclaimer

- 8.1 Impact IT Solutions is not responsible for any technical issues affecting submission or processing of referrals.

9. Taxation and Reporting Obligations

- 9.1 Referrers are solely responsible for any tax liabilities arising from the receipt of Referral Incentives.
- 9.2 Impact IT Solutions will provide confirmation of incentive issuance but shall not provide tax advice or reporting documentation.

10. Scheme Audits and Compliance

- 10.1 Impact IT Solutions may conduct periodic audits to ensure compliance.
- 10.2 Participants agree to provide any reasonable information requested for verification.

11. Force Majeure

- 11.1 Impact IT Solutions shall not be liable for delays or failures in issuing rewards due to events beyond its control, including:
 - Natural disasters
 - War, terrorism, or civil unrest
 - Industrial action
 - Cyber incidents
 - Regulatory or legal changes

12. Changes to the Scheme

- 12.1 Impact IT Solutions reserves the right to modify, suspend, or terminate the referral scheme at any time.
- 12.2 Where feasible, participants will be given 30 days' notice of any material changes.

13. Governing Law and Jurisdiction

- 13.1 These Terms are governed by the laws of **England and Wales**.
- 13.2 Any disputes shall be subject to the exclusive jurisdiction of the courts of England and Wales.