

## The Person Engineering Innovation Award 2024 - Terms and Conditions

### **1. Eligibility:**

The competition is only open to all those over 18 years of age and who hold British citizenship. Winners will also be expected to undergo a Security Check (SC) to gain SC clearance before starting their internship.

Employees of Pearson Engineering Ltd, and their immediate family members, are not eligible to participate.

### **2. Submission Requirements:**

Participants must complete the online application form, providing accurate and truthful information.

Submissions must be original and not infringe upon the intellectual property rights of any third party.

### **3. Personal Information:**

Participants agree to provide accurate personal information, including name, address, and CV.

Pearson Engineering Ltd will handle personal information in accordance with its privacy policy which can be found here: <https://www.pearson-eng.com/privacy-policy/>

### **4. Intellectual Property:**

By submitting their entry, participants agree that Pearson Engineering Ltd shall possess all rights, title and ownership of any Intellectual Property generated as a result of the Innovation Internship Award. In consideration of the paid internship with Pearson Engineering Ltd the participant assigns all the benefit of any invention and intellectual property generated the right, title and interest free from all encumbrances together with the right to file for intellectual property rights in respect thereof in the United Kingdom and elsewhere throughout the world to the intent that the grant of any rights pursuant to any such applications shall be in the name of and shall vest solely in Pearson Engineering Ltd.

### **5. Confidentiality:**

Pearson Engineering Ltd will follow PEL's privacy policy as linked here: <https://www.pearson-eng.com/privacy-policy/>

## **6. Judging and Selection:**

Entries will be judged based on the criteria described on the application website and the internship is subject to an agreed internship offer letter following selection.

The decision of the judges is final.

Whilst it is Pearson Engineering's hope and intent to find future recruits as part of this process, no part of this internship offer is a guarantee of future employment.

## **7. Competition Winners:**

Winners of the competition will be offered a 3-month paid internship with Pearson Engineering Ltd. The internship period and terms will be mutually agreed upon by the winner and Pearson Engineering Ltd.

In addition to the internship opportunity, winners will receive a budget of £1000 for specified project-related expenses. All expenditure must be pre-approved by Pearson Engineering Ltd through internal sign-off processes.

The internship and budget are non-transferable, and no cash alternatives will be offered.

Pearson Engineering Ltd reserves the right to withdraw the internship offer and budget if the winner fails to comply with these terms and conditions or if the winner is unable to fulfill the internship requirements. Prizes are non-transferable, and no cash alternatives will be offered.

## **8. Compliance:**

Prior to commencing the internship, winners are required to sign and adhere to Pearson Engineering Ltd.'s Code of Conduct and Anti Bribery and Corruption Policy, which outlines the expected standards of professional conduct during the internship period. Failure to comply with these may result in the withdrawal of the internship offer.

## **9. Publicity:**

External communications made by participants referencing Pearson Engineering Ltd must be pre-approved by Pearson Engineering Ltd through internal sign-off processes.

## **10. Disqualification:**

Pearson Engineering Ltd reserves the right to disqualify entries that violate these terms and conditions.

**11. Liability:**

Pearson Engineering Ltd is not responsible for any loss, damage, or injury resulting from participation in the competition.

**12. Governing Law:**

These terms and conditions are governed by the laws of England and Wales. Participants agree that any dispute arising out of or in connection with these terms and conditions will be subject to the exclusive jurisdiction of the English courts.

**13. Changes to Terms:**

Pearson Engineering Ltd reserves the right to amend these terms and conditions at any time. Participants will be notified of any changes.

**14. Contact:**

For any questions regarding the competition or these terms, please contact [careers@pearson-eng.com](mailto:careers@pearson-eng.com)

By submitting the application form, participants acknowledge that they have read, understood, and agree to abide by these terms and conditions.