

Terms & Conditions for Chem Arrow's Refer-a-Friend Scheme:

1. General Conditions: 1.1. The refer-a-friend scheme is open to all existing Chem Arrow customers and partners. 1.2. Participants must be aged 18 or over to participate. 1.3. This program is only valid for referrals within the UK and Europe.

2. Rewards and Limits: 2.1. Referrers will receive a £25 Amazon voucher for each successful referral. 2.2. A successful referral is defined as a referred business having a meeting with a representative from Chem Arrow Europe. 2.3. Participants may earn up to £125 in Amazon vouchers, which equates to a maximum of five successful referrals. 2.4. Vouchers will be emailed to the referrer within 30 days following a successful meeting.

3. Compliance with the Bribery Act 2010: 3.1. Chem Arrow's refer-a-friend scheme is designed to comply with the Bribery Act 2010. No incentive will be given in a manner that would constitute an improper inducement. 3.2. Referrers must ensure that they are not violating their company's internal policies or creating conflicts of interest by participating in this scheme. 3.3. Any referrals must be legitimate business opportunities, and referrers must not act in any way that conflicts with the best interests of their own employer or the referred business.

4. Transparency and Consent: 4.1. Referrers must ensure transparency in their referrals and obtain explicit consent from the referred business for Chem Arrow to contact them. 4.2. The referrer should confirm that the referred business has no policies that would prevent their participation in this scheme.

5. Data Protection and GDPR Compliance: 5.1. Chem Arrow will handle any personal data provided in accordance with GDPR regulations. 5.2. The personal data of referred businesses will only be used for the purpose of contacting them about Chem Arrow's services. 5.3. Referrers must ensure that they have obtained consent from the individuals or businesses they are referring to Chem Arrow.

6. Marketing and Scheme Termination: 6.1. Chem Arrow reserves the right to amend or terminate the refer-a-friend scheme at any time without prior notice. 6.2. Chem Arrow may also withhold or withdraw any rewards if the referral or participation is deemed fraudulent or does not meet the terms set out above.