

TERMS AND CONDITIONS

“We are Cooplars!” – the big photo and video competition

The organizer of this competition is Coople. By participating in the big “We are Cooplars!” – photo and video competition you agree and accept this terms and conditions. You thereby agree that a video/photo on which you are depicted may be published and used in its entirety. In addition, you transfer the copyrights to the extent legally permissible and/or the exploitation rights of the videos/photos you upload to Coople to the extent necessary for the realization of the competition. Insofar as you are not the author of the uploaded photo, you must obtain permission to use it and to transfer the necessary copyrights or exploitation rights to Coople from the actual author. The competition takes place **from 20.09.2023 – 12.11.2023** and includes the selection of 3 winning photos, which will be rewarded with a total of £800.-* and 3 winning videos, which will be rewarded with a total of £1'600.-.

The video and photos with the most votes will win the following prize money:

Top 3 videos:

- 1st place: £1,000
- 2nd place: £400
- 3rd place: £200

Top 3 photos:

- 1st place: £500
- 2nd place: £200
- 3rd place: £100

The winners will be determined by a public vote (via Gleam) **from 20.09.2023 – 12.11.2023**. The prize money will be paid out 14 days after the competition ends to a total of 6 participants who meet the following participation criteria.

Criteria

A successful competitor:

- must have an active worker profile on the platform of Coople UK by 13th of November 2023.
- must have filled in the personal bank details in the Coople profile.
- must have sent in at least one video/photo that received the highest, second highest or third highest number of votes in the public vote via Gleam.

Participation via third parties, agencies or by automated means (e.g. scripts and macros) will not be accepted and will prevent the participant from being admitted to future competitions. Entries that do not comply with the conditions of participation will not be admitted to the public vote for the winning photos.

Payment information

* Subject to tax and national insurance contributions, Coople will process a gross salary payment of:

Videos:

- *1st place: £1,416.35.*
- *2nd place: £708.17.*
- *3rd place: £283.27.*

Photos:

- *1st place: £708.17*
- *2nd place: £283.27.*
- *3rd place: £141.63*

Assuming a basic tax payer rate, the following is paid after any tax and national insurance contributions have been deducted:

Videos:

- *1st place: £1'000.*
- *2nd place: £400.*
- *3rd place: £200.*

Photos:

- *1st place: £500.*
- *2nd place: £200.*
- *3rd place: £100.*

Should you earn more than £50,000 per annum, you will receive less due to your higher tax rate.

Determination and notification of the winners

The Coople marketing team will contact the winners within the first 5 working days after the competition has ended to organize delivery of the prize. **Coople reserves the right to name the winners publicly via social media channels** (without giving the full first and last name).

Meta itself has nothing to do with the competition and is not available as a contact. Except for the winners, no correspondence will be conducted regarding the course of the competition.

Other terms and conditions

- Coople accepts no liability for any transmission errors, loss of data, in particular in the course of data transmission and other performance problems due to technical defects.
- Coople reserves the right to exclude participants from the competition on the basis of false information, manipulation or the use of unauthorized aids.
- Apart from notification of the prizes, no correspondence will be conducted about the competitions. All decisions made by Coople are final and no reasons will be given. Legal recourse is excluded.
- Coople reserves the right to change or even discontinue the competition or its procedure (including these conditions of participation) at any time without separate notification of the participants and/or to replace the prizes if this should be necessary due to unforeseeable, external circumstances. Coople declines all liability in such cases. No cash payment or exchange of prizes shall be made. Internal employees of Coople UK or other companies in the Coople Group are excluded from participation in the competition.

Limitation of liability

Coople has organised the competition in good faith and cannot be held liable for damages of any kind and origin in connection with participation in this competition, including the allocation of prizes and the subsequent consumption, redemption or use of the prizes themselves.