



Palmers Brewery Tenant Referral Scheme - Terms & Conditions

1. The Scheme

Palmers Brewery ("we", "our", "us") operates the Tenant Referral Scheme ("Scheme") to reward eligible referrers for introducing successful candidates who sign a full tenancy agreement and meet the specified conditions.

2. Eligibility

- a. Referrer: The Scheme is open to existing tenants or trade account holders of Palmers Brewery, aged 18 or over, with a UK trade account in good standing.
- b. Exclusions: Employees of Palmers Brewery, their immediate family members, and those directly involved in tenancy recruitment are not eligible to participate.

3. Referral Process

- a. Referrals must be made via an official Palmers Brewery referral form or designated email, including the referred candidate's name, contact details, and confirmation of their consent.
- b. Only one referrer will be accepted per candidate. If multiple referrals are submitted for the same candidate, the first valid referral received will take precedence.
- c. The referrer must obtain the consent of the referred candidate before submitting their details to the scheme.

4. Referred Candidate Eligibility

- a. The referred candidate must not have been in discussion with Palmers Brewery about a tenancy before the referral submission.
- b. They must successfully sign a full tenancy agreement for a Palmers Brewery pub. Temporary or short-term agreements do not qualify.
- c. The candidate must not have been a tenant or employee of Palmers Brewery within the past 12 months.

5. Reward Payment

- a. A reward of £5,000 will be credited to the referrer's trade account after the referred candidate has successfully operated the pub for 6 months without giving notice or breaching the terms of their agreement.
- b. No payments will be made if the candidate gives notice, plans to exit, or breaches their agreement within the first 6 months.
- c. Payments are non-transferable and will not be made in cash.

6. General Conditions

- a. The Scheme may be modified, paused, or terminated at Palmers Brewery's discretion. Referrals made before any changes will be honoured under the original terms.
- b. The decision of Palmers Brewery in all matters relating to the Scheme is final and binding.

7. Data Protection

By participating in the Scheme, referrers agree to the processing of their personal data in accordance with Palmers Brewery's Privacy Policy and the Data Protection Act 2018. Referred candidates must consent to their data being shared for the purposes of the Scheme.

8. Governing Law

The Scheme and its terms are governed by English law. Any disputes will be subject to the exclusive jurisdiction of the English courts.

9. Queries

For further information, please contact Palmers Brewery's tenancy team at tenancy@palmersbrewery.com