

**CONTEST TERMS**  
**“Heroes of Tomorrow”**  
**Greek Regional Stage**

**SECTION 1. CONTEST ORGANIZERS**

The organizer of the contest “Heroes of Tomorrow” (hereinafter called the “Contest”) is the company **ELAIS UNILEVER HELLAS S.A** with the registered office in Leof. Kimis & Seneka 10, Kifisia.

**SECTION 2. CONTEST TERMS**

- 2.1. The contest is conducted at the level of Greece in the period December 15<sup>th</sup>, 2018 – January 22<sup>nd</sup>, 2019, in compliance with the following schedule:
  - a. Communication of Contest launching: 15th December 2018
  - b. Registration of the competing teams and publication of the case study: until the 10th of January 2019
  - c. Completion and registration of the solutions found: by the 15th of January 2019
  - d. Presentation of the solutions by the selected finalist teams in front of the Unilever team either by physical presence or by video conference: the 22nd of January 2019.
  - h. Designation and announcement of the team winning the Contest stage at Greek level, which will be registered in the regional CEE competition: the 23 of January 2019.
- 2.2. The organizer reserves the right to extend the Contest term, subject to public announcement of these changes.
- 2.3. The organizer is directly liable for the organization of the contest stage at Greek level, respectively is liable for all the implementing activities conducted in the period December 15th, 2018 to January the 22nd, 2019, through the website [unilever.gr](http://unilever.gr) Another company within the Group will eventually organize the regional CEE stage. The details of this stage will be presented in an Addendum to these Terms, or, as the case may be, in distinct Terms, which will be notified to teams participating in the respective stage.
- 2.4. For the information of the public, the Contest Terms (hereinafter called the „Terms”) is available at no charge through the site [unilever.gr](http://unilever.gr) The Terms will be available on the site in English.
- 2.5. The organizer reserves the right to modify and/or complete the Terms, thereby any of the conditions for running the Contest, and the right to suspend and/or cease the Contest development, subject to prior information of the public on any modifications of any of the provisions thereof. Any modifications and/or completions brought to the provisions of these Terms will be mentioned in addenda and will be communicated to the public on the Contest page from the site [unilever.gr](http://unilever.gr) with at least 24 hours before these becoming applicable. In such situations, the Organizer will be able to publish on this page updated versions of the Terms.

**SECTION 3. PARTICIPATION RIGHT**

- 3.1. In this Contest can participate any natural person with the domicile in Greece, aged over 18, who is a student or is attending higher master courses at a higher education unit, save for the employees of the Organizer, and the first-degree relatives thereof.
- 3.2. The registration of any persons not meeting the conditions presented at art.3.1 above is null. The registration in the Contest of any false or mistaken personal data automatically results in the cancellation of the participation right, the Organizer reserving the right to

verify these participating conditions and to invalidate the incorrect registrations; even in this case the projects proposed by these persons are nominated as winners, these will not be validated.

- 3.3. The participation in the Contest implies the full, express and unequivocal acknowledgment and acceptance of these Terms.

## **SECTION 4. CONTEST PURPOSE**

- 4.1. The purpose of this Contest is that, at the end of it, the 3 members of the team nominated as winner at Greek level should participate in the contest organized at CEE regional level, have a stock of practical knowledge about the company Unilever and solve a real case study. In plus, each member of the winner team at Greek level will have the opportunity to have a three month internship in Unilever that should start within the first 7 months of 2019.

## **SECTION 5. CONTEST DEVELOPMENT**

### **5.1. Registration of the participant teams.**

- 5.1.1. The registration of participants can be done by the 10th of January 2019, 23:59 .
- 5.1.2. The participants must form teams including 3 persons meeting concomitantly all the participation conditions imposed by the Terms.
- 5.1.3. Each team member is registered in the Contest by sending an email to [HR.Support@unilever.com](mailto:HR.Support@unilever.com) with the information specified in the site [unilever.gr](http://unilever.gr) in the period mentioned at art.5.1.1.
- 5.1.4. The registration conditions are the following:
  - a. Sending an email to the email account mentioned in art.5.1.3 with the following personal data: denomination of the team, names and forenames of the team members, e-mail addresses, contact phone numbers, ages of team members, the name of the University.
  - b. The PRIVACY NOTICE-ACCEPTANCE OF TERMS needs to be completed, scanned and sent via email along with the above information. Ticking the following consent boxes included in the form, respectively:
    - consent regarding the acceptance of the provisions of these Terms;
    - consent on the confidentiality of the Organizer information to which the participants in the Contest will have access;
    - consent that the processing of the personal data communicated by the participant should be done by the Organizer and its business partners engaged in this contest, in view of registration in the Contest and nomination and validation of the finalists in the stage at Greek level and, as the case may be, at CEE level, according to the consent statement included in the registration form.
    - consent on the assignment of the copyright over the materials registered in favour of the Organizer, in compliance with art. 7.1. below.
- 5.1.5. In case the participants fail to meet the registration conditions according to this article, they will not be allowed to register in the Contest.

### **5.2. Announcement of the case study at regional level and registration of the solutions**

- 5.2.1. The teams registered in the Contest receive the case study by accessing the site, as of the December 15th 2018
- 5.2.2. The teams are expected to come back with the solution for the case study up until the 15th of January 2019 at 23:59.

- 5.2.3. The solution must cumulatively meet the following requirements:
- Solution must be presented in English
  - Solution registration must be in the form of a power point presentation of maximum 5 slides. The solution must be sent to the e-mail address [HR.Support@unilever.com](mailto:HR.Support@unilever.com) before the final date of January 15th 2019, at 23:59.
- 5.2.1. By registering the solution in the Contest, the participants from each team acknowledge that:
- the solution is designed by his/her team and the idea belongs to the team members,
  - the team members are the authors and holders of the copyright related to the files/materials submitted for registration in the Contest
  - the team members will be able/have the availability to participate in the global stage in case they will be nominated as finalists in the regional stage
- 5.2.2. The texts and images/materials included in the powerpoint and presented with regard to suggested the solution must be in compliance with the case study and the requirements thereof, should not infringe any copyrights and/or related rights of any third parties, should not be contrary to the legislation, public order and accepted principles of morality, the Organizer reserving the right to eliminate from the Contest the solutions thus infringing these Terms, respectively to cancel the participation in the Contest of those having registered such materials.

### 5.3. Contest Development.

- 5.3.1. The assessment of the solutions registered in the Contest at Greek level will be done by the Contest jury / commission formed of representatives of the Organizer, who will select 3 solutions, and will notify the finalist teams by e-mail.
- 5.3.2. These 3 finalist teams will present their solutions at Greek level. The team nominated winner will be announced on the 23rd of January 2019 by e-mail and will represent the Organizer (Elais- Unilever Hellas SA) in the Contest stage organized at CEE level.
- 5.3.3. The Contest details and Terms for the next stage will be eventually communicated to the winner teams.

## SECTION 7. PROPERTY RIGHTS

- 7.1. On registering their solution, the team is expressing, by ticking to corresponding box, their consent for the exclusive transfer to Elais-Unilever S.A, without any kind of financial claims, of all the property rights related to each and every materials registered by this in view of participation in the Contest, for a period of one year. Among the property rights transferred we mention as examples the right for the usage of the respective solution at internal level by Unilever, and the rights related or any other rights in compliance with the provisions of the Greek law 2121/1993. The transfer is agreed for the entire period of protection of the rights transferred, without any limitations, for the territory of Greece.
- 7.2. Each team member guarantees there are no legal or contractual limitations or other circumstances, regardless the nature thereof, likely to represent, in any ways, an impediment for transferring to Elais- Unilever S.A the intellectual property rights related to the materials used.
- 7.3. Also, each team member guarantees that the solutions registered:
- (a) are original and do not infringe the copyright, related rights or any other intellectual property rights belonging or legally exerted by a third party;
  - (b) are without prejudice to the provisions of the Greek legislation applicable in force.

## **SECTION 8. PERSONAL DATA PROTECTION**

8.1. The Organizer, in view of conducting the Contest, is processing personal data of the Participants in his capacity of Controller, in compliance with the provisions of the EU Regulation 679/2016 – The General Regulation regarding Data Protection, applicable as of 25.05.2018 regarding the protection of natural persons in respect of processing the personal data and the free circulation of these data and repealing the Directive 95/46/EC (The General Regulation on Data Protection).

8.2. The personal data required by the participants, as described in 5.1.4.a, will be processed in order for the Organizer to come into contact with the participants and assess their participation

8.3. The legal basis for the data processing is the performance of the Contest Terms. In case the participants do not wish their personal data to be processed as already described, they can not participate to the contest.

8.2. The personal data collected within the Contest will not be disclosed to third parties, save for the representatives and contractual partners of the Organizer and the Organizers of the Contest on European Level, as well as any third parties involved in the organization of the European Contest, as it is notified to each participant on the moment of obtaining the consent for processing their personal data, the Organizer being committed to comply with the legislation applicable in force for the data processing operations.

8.3. The personal data will not be transferred to any third party or organization outside the EEA.

8.3. By registering into the Contest, the participants (natural persons) declare that they agree with the Contest Terms, they confirm the age limit of 18 years, and also expressly state that they agree with their personal data being processed by Elais Unilever Hellas SA, with the registered office at Leof. Kimis & Seneka 10, Kifisia, in view of registration of the respective Participant in the Contest, registration validation and nomination of the finalists, as all the purposes are detailed at art.5.1.4 lett.b above.

8.4. Each participant has been notified that he/she can freely exert the right to access their personal data, to request rectification of any inaccurate personal data, the right to request erasure and/or restriction of processing of the personal data, the right to receive the processed personal data in a structured, commonly used and machine-readable format and the right to transmit their personal data to another controller, as well as the right to object to the processing of their personal data for specific purposes and under certain conditions.

They have been notified that they can exercise such rights through a written application, sent to the e-mail address: [unilever.privacy@unilever.com](mailto:unilever.privacy@unilever.com), or in writing at the contact information stated below:

Unilever NV, Weena 455, PO Box 760 3000 DK Rotterdam, attn: Chief Privacy Officer

Also, the participants are informed that they have the right to file a complaint before the competent supervisory authority.

8.5. The personal data communicated through the registration form will be stored for a period of 6 months.

## **SECTION 9. FORCE MAJEURE**

9.1. For the purposes of these Terms, force majeure means any event which can not be controlled, remedied or foreseen by the Organizer, including the impossibility of the Organizer to fulfil its obligations assumed by the Terms, for reasons independent of its will.

9.2. Should a force majeure situation totally or partially prevent or delay the execution of the the Terms and the continuation of the Project, the Organizer will be exonerated from the liability for the fulfilment of its obligations for the period in which this fulfilment will be

prevented or delayed. The Organizer, if invoking force majeure, is obliged to communicate to the Participants the existence thereof within 5 working days from the occurrence of the force majeure case.

## **SECTION 10. MISCELLANEOUS**

- 7.1. The Participants in the Contest are obliged to comply with the terms and conditions of the Contest Terms. By participating in this Contest, the participants agree to observe and comply with all the provisions, terms and conditions of these Terms.
- 7.2. The eventual litigations appeared between the Organizers and the Participants will be solved amiably or, in case this will not be possible, the disputes will be reconciled by the competent court - of Athens. The law applicable to any activity performed in relation to the organization and development of the Contest is the Greek law.