TERMS & CONDITIONS
Together We Can
CHANGE
17:30 BST 8 July 2021 – 22:00 BST 4 August 2021

The Promoter

1. The promoter of this competition (the “Competition”) is The Virgin Way, which is part of Virgin Management Limited (company number 01568894) with registered address at The Battleship Building, 179 Harrow Road, London W2 6NB (“Virgin Management”).

The Competition

2. The prizes are as follows:
   
a. there is one first prize available as part of this promotion, which is an opportunity for one person to attend a gathering hosted by Virgin Unite on Necker Island taking place from 12 – 16 November 2021 and is further detailed in paragraph 25 below (the “First Prize”); and
   
b. the runner up prize will be available to up to 14 runners up and it is an invitation to join an interactive online group workshop, which will consist of sharing insight on purpose-driven behaviours on a date to be confirmed in or around October 2021 (the “Runner Up Prize”),

   (each a “Prize”, together the “Prizes”). The Competition questions are set out in the Competition application form.

How to Enter

3. The Competition opens at 17:30 (BST) on Thursday 8th July 2021 and closes at 22:00 BST Wednesday 4th August 2021 (the "Promotion Period"). Any entries received outside of the Promotion Period will be invalid.

4. To enter the Competition an entrant must complete the application page found via www.thelvinway.com, including by answering each question in the application in 200 words or less. Virgin Management reserves the right to ask one additional question to shortlisted entrants/nominees at its sole discretion.

5. Entrants may only enter the Competition for and on behalf of themselves once during the Promotion Period. If entrants submit more than one entry for and on behalf of themselves, only the first one will be deemed eligible. Joint submissions are not allowed.
6. In accordance with the instructions on the application page, entrants may submit entries to nominate colleagues to win, provided that they receive their prior written consent to share their personal data with Virgin Management and the Competition judges.

7. If there are two or more entries relating to one individual (for example if an entrant enters the Competition for and on behalf of themselves and is also nominated by one or more colleagues), all entries relating to that one individual will be judged as independent entries as if no other entry had been submitted relating to that person.

8. All entries must be genuine, original and authentic and within the 200 word per question limit.

9. All entries will be judged and the winners will be chosen based on the most compelling answers that best articulate, in the judges’ opinions, a person’s vision, passion and commitment to purpose-driven behaviours.

10. No purchase necessary.

Eligibility

11. The Competition is open worldwide to any individuals aged 18 or over with a Virgin Group company email address and employed by a member of the Virgin Group, as defined in the Schedule, provided that they are not subject to any form of disciplinary review or in any form of notice period. The aforementioned eligibility criteria must be satisfied at the time of entering the Competition and the awarding and administering of the Prizes.

12. Entries may be rejected or disqualified from the Competition at the sole discretion of the Virgin Management team for any reason including, but not limited to, any breach of these Terms and Conditions, an invasion of privacy, non-manual applications (e.g. creation of automatic bots), submitting unsolicited bulk messages (i.e. spam) and/or any other objectionable content.

13. In entering the Competition, you confirm that you are eligible to do so and eligible to claim the Prize you may win. In nominating a Virgin colleague, you confirm that they are eligible to be entered and eligible to claim the Prize they may win. Virgin Management may require you and/or your nominee to provide proof that you are eligible to enter the Competition. Virgin Management will request confirmation from your and/or your nominee’s relevant People/HR team that you and/or your nominee are employed by that Virgin company, not under any form of disciplinary review and/or in any form of notice period.

14. Virgin Management reserves the right in its sole discretion to ask for evidence to verify the age, identity and/or eligibility of an entrant at any time, and to use any channels and methods available to carry out checks of any details provided, including (without limitation) corresponding with the entrant’s (or their nominee’s) People/HR team about the application.

15. Virgin Management will not be held responsible for entries which are lost or corrupted or for any entries to the Competition which it does not receive as a result of any technical error, however caused.

16. If you have any questions or concerns relating to the Competition eligibility criteria, please get in touch at togetherwecan@virgin.com.

Winners
17. There will be one winner only of the First Prize and up to 14 Runner Up Prize winners (each hereafter a “Prize Winner”).
18. Once entries are received, they will be progressed to judging and validated to confirm eligibility. Virgin Management may withhold delivery of a Prize until it has received evidence of eligibility and failure to provide such evidence in a timely manner may result in forfeiture of the Prize.
19. Entries will be judged on merit. Two members of the Virgin Management ‘Together We Can’ campaign team and an independent judge will judge all of the entries received and send a maximum of 30 entries to Richard Branson, Holly Branson, Jean Oelwang (President of Virgin Unite), Jon Brown (CEO of Virgin Limited Edition) and the independent judge for the final judging.
20. Virgin Management’s decisions are final, and Virgin Management will not enter into conversation or correspondence about decisions that have been made.
21. If you are selected by the judges as a Prize Winner, then a confirmation email will be sent to your Virgin company email address by no later than 18:00 BST on Wednesday 1 September 2021 to inform you whether you have won the First Prize or the Runner Up Prize and request any information that may be required at that stage for delivery of the relevant Prize. If you do not acknowledge this email and/or provide this information by 22:00 BST on Monday 6th September 2021, Virgin Management reserves the right to offer the Prize to another eligible participant.

Claiming the Prizes

22. The Prizes are not negotiable, they cannot be exchanged or transferred and no cash alternatives will be offered. If any part of the Prize stated is unavailable, a reasonable equivalent or one of greater value will be offered at Virgin Management’s sole discretion, including (without limitation) due to circumstances beyond Virgin Management’s control or if any part of the Prize becomes unavailable.
23. Virgin Management does not accept any responsibility if you are unable to take up a Prize for any reason whatsoever.
24. If for any reason a Winner chooses not to take up a Prize, or any part of it, Virgin Management reserves the right to ask the Winner to confirm this in writing and, whether or not such confirmation is received, Virgin Management will be able to retain or dispose of the Prize (or part of the Prize) at its own discretion.

The First Prize

25. The First Prize will include a four night hotel stay on Moskito Island, economy class flights to the hotel to be mutually agreed with Virgin Management, and any other reasonable costs that Virgin Management may decide to provide at its sole discretion such as travel between Moskito Island and Necker Island, and food and beverages at the Virgin Unite gathering.
26. In addition to the criteria set out under ‘Eligibility’ above, the First Prize will be awarded subject to the First Prize Winner:
a. agreeing to additional terms and conditions with third parties involved in organising the trip, including (without limitation) Virgin Unite Trading Limited and Virgin Limited Edition;
b. obtaining confirmation from their employer that they can take either paid or unpaid leave for the duration of the trip;
c. arranging their own travel insurance, personal effects and permission to travel, including (without limitation) any related payments or VISAs required.

Limitation of Liability

27. Insofar as is permitted by law, Virgin Management, its agents and its distributors (including, without limitation, Virgin Unite Trading Limited and Virgin Limited Edition) will not in any circumstances be responsible or liable to compensate the Prize Winners or any entrant or accept any liability for any loss, damage, personal injury or death occurring as a result of taking up a Prize. Your statutory rights are not affected.

Data Protection

28. Any personal data relating to the Prize Winners or any other entrants will be used solely in accordance with The Virgin Way’s Privacy Policy that can be found here: https://www.thevirginway.com/privacy-policy and current UK data protection legislation and will only be disclosed to other third parties in relation to fulfilment of the Prizes or as otherwise required by applicable law, including promotional marketing rules.

29. Virgin Management reserves the right to publish or make available information that indicates that a valid award took place – for example, the surname and county of residence of the Prize Winners. The Prize Winners have the right to object to all or part of this information being published or made available – in such event the Prize Winners should inform us in writing. In such circumstances, entrants acknowledge that Virgin Management must nevertheless still provide the information and winning entry to the Advertising Standards Authority or equivalent regulator on request.

30. We will only hold personal data relating to the Competition for as long as necessary to administer the Competition and its Prizes. You can request that we delete your personal data at any time by contacting dpo@virgin.com.

General

31. Virgin Management administrators reserve the right to hold void, suspend, cancel, or amend the Prizes where it becomes necessary to do so or terminate this Competition at any time.

32. By submitting a Competition entry, you are agreeing to be bound by these Terms & Conditions.

33. Your entry and participation in the Competition will also be subject to the Virgin Management terms and conditions of usage and privacy policy found at https://www.thevirginway.com/.

34. These Terms and Conditions shall be governed by English law, and the parties submit to the exclusive jurisdiction of the courts of England and Wales.
35. You agree that Virgin Management may, but is not required to, make your entry available on its website, or that of other Virgin Group companies and on any other media, whether now known or invented in the future, and in connection with any publicity of this Competition or any other competition. You agree to grant Virgin Management a non-exclusive, worldwide, irrevocable licence, for the full period of any intellectual property rights in your entry, to use, display, publish, transmit, copy, edit, alter, store, re-format and sub-license your entry for such purposes.

36. Please contact togetherwecan@virgin.com with any questions about this Competition.
Schedule

The “Virgin Group” for the purposes of this Competition means any one or combination of the following companies:

Virgin Active Group  
Virgin Atlantic and Holidays  
Virgin Australia  
Virgin Balloon Flights  
Virgin Games  
Virgin Care  
Virgin Connect  
Virgin Experience Days  
Virgin Fests  
Virgin Galactic  
Virgin Hotels  
Virgin Hyperloop  
Virgin Limited Edition  
Virgin Management Limited  
Virgin Media UK  
Virgin Media Ireland  
Virgin Megastores  
Virgin Mobile Canada  
Virgin Mobile Chile  
Virgin Mobile Colombia  
Virgin Mobile Mexico  
Virgin Mobile Middle East & Africa  
Virgin Mobile Poland  
Virgin Mobile Saudi Arabia  
Virgin Mobile South Africa  
Virgin Mobile UAE  
Virgin Mobile US  
Virgin Money Australia  
Virgin Money UK  
Virgin Orbit  
Virgin Pulse  
Virgin Pure  
Virgin Radio International  
Virgin Red  
Virgin StartUp  
Virgin Telco  
Virgin Unite  
Virgin Voyages  
Virgin Wines Australia  
Virgin Wines UK
If you have any questions or concerns relating to the Competition eligibility criteria, please get in touch at togetherwecan@virgin.com.