

## Terms & Conditions: Free Temp Offer

This promotional offer is designed to allow new clients to trial our temporary staffing services risk-free. The following terms and conditions apply:

### Eligibility

- The offer is available to **new clients only**, those not currently using HRGO to fulfil their temporary staffing needs.
- The offer can be **claimed once per client organisation**.
- The client must successfully complete **all standard HRGO onboarding checks**, including credit verification, insurance checks, and agreement to HRGO's **Standard Terms of Business**.
- This offer is subject to **HRGO's approval** and may be withdrawn or declined based on role suitability, compliance, or other operational considerations.
- Offer must be redeemed before the 31<sup>st</sup> of December 2026.

### Offer Details

- HRGO will supply **one temporary worker**, free of charge, for **up to two weeks (14 consecutive calendar days)**.
- The offer includes **all associated costs**, including worker pay, employer contributions, and agency fees.
- The placement must be **continuous**. The free period cannot be split across multiple workers or non-consecutive dates.
- The two-week trial includes weekends unless otherwise agreed, and cannot be paused or deferred once the placement begins.
- If the assigned temp does not start or leaves early (within the first five working days), HRGO may, at its discretion, provide a suitable replacement to complete the remaining trial period.

### Activation and Setup

- Before the trial begins, the client will take part in a **brief demo and onboarding session** to activate their access to **FONT**, HRGO's free client platform.
- FONT will be used to track time, monitor progress, and manage communication throughout the trial.

## Trial Process

- A **pre-placement meeting** will be held between the client and their local HRGO branch to agree on role details, expectations, and measures of success.
- A senior HRGO stakeholder (**CEO, COO, or CTO**) will attend both the **pre-placement meeting** and a **follow-up review** at the end of the trial period.
- These meetings are designed to ensure the offer delivers value and to provide clients with **direct access to senior leadership** for feedback and next steps.

## Post-Trial Options

- Clients may retain the temporary worker beyond the free trial. From **day 15 onwards, standard rates and terms** will apply as agreed.
- To continue the placement beyond the trial, the client must provide **notice at least 48 business hours** before the end of the two-week period.
- If notice is not given, the worker may be reassigned to another role.

## General Conditions

- This offer is subject to **fair use** and may not be combined with other promotions unless agreed in writing.
- The offer is non-transferable and **cannot be redeemed for cash or credits**.
- HRGO reserves the right to **withdraw or amend** this offer at any time, especially in cases of misuse or unreasonable behaviour.
- HRGO also reserves the right to **decline the offer** at any stage if the role, client environment, or trial requirements are deemed unsuitable or unviable.