

## Terms and Conditions - #Sackers60Ways

### 1. Eligibility

The #Sackers60Ways campaign is open to everyone in the pensions and investments community.

Employees of Sackers are permitted to participate and submit ideas. However, to ensure fairness and transparency, Sackers employees will not be eligible to win the overall prize (if a prize is awarded).

Participants must be aged 18 or over.

### 2. How to Enter

To participate in #Sackers60Ways, entrants must:

- Visit the official Sackers campaign landing page.
- Submit one clear response to the question:
- “What’s one way you would improve pensions?”
- Provide their name and company (where applicable).
- Confirm, via the submission form, that they consent to their name, company and idea being shared publicly by Sackers.

Entries must be submitted before the campaign closing date of 17 November 2026.

There is no maximum number of submissions per participant, although Sackers reserves the right to select only one idea per individual for publication.

### 3. Submission Requirements

Ideas must:

- Be the original work of the participant.
- Not infringe any third-party intellectual property rights.
- Not contain confidential or commercially sensitive information.
- Be suitable for public professional publication.

Sackers reserves the right to edit submissions for clarity, grammar, tone or length while preserving the original meaning.

Sackers may decline to publish submissions that are inappropriate, offensive, misleading, defamatory, or not aligned with the campaign’s purpose.

#### **4. How Ideas Will Be Shared**

Submitted ideas will be curated and shared by Sackers via its official LinkedIn page using consistent branded templates.

By submitting an entry, participants grant Sackers a non-exclusive, royalty-free, worldwide licence to:

- Publish the submitted idea on LinkedIn.
- Tag the contributor (where applicable).
- Include the idea in anniversary materials.
- Feature the idea in digital publications, highlight reels, blog content or related anniversary outputs.
- Include selected ideas in a potential digital publication (e.g. “60 Ways to Improve Pensions”).

Participants retain ownership of their original idea.

#### **5. Judging and Selection**

All submissions will be reviewed and curated by a panel appointed by Sackers.

Selection will be based on clarity, originality, relevance and contribution to constructive industry thinking.

Engagement metrics on LinkedIn posts may be taken into consideration; however, final decisions rest solely with the appointed judging panel.

60 entries will be selected to feature in the final showreel.

The panel's decision is final, and no correspondence will be entered into regarding selection outcomes.

#### **6. Prize**

If a prize is awarded, details will be outlined in the official campaign announcement. Any prize offered will be non-transferable and cannot be exchanged for cash or alternative items.

Further details will be confirmed separately.

#### **7. Notification of Winner**

If applicable, the winner will be notified via LinkedIn or email and will be publicly announced following the campaign closing date in November 2026.

## **8. Publicity**

By participating in the #IFoundSackers60 campaign, entrants acknowledge and agree that their submitted image, name and company (where relevant) may be shared, reposted and featured across Sackers' communication channels for the purposes of promoting and documenting the campaign. This may include LinkedIn, website content, anniversary materials and digital highlight reels.

Please also refer to Clause 4 (Ownership and Usage Rights) for further details regarding image usage and licensing.

## **9. Data Protection**

By submitting an idea via the landing page, participants consent to the collection and processing of their personal data for the purpose of administering the campaign and publishing selected entries.

Personal data will not be sold or shared with third parties for marketing purposes. All data will be handled in accordance with Sackers' Privacy Policy.

## **10. Amendments and Liability**

Sackers reserves the right to amend, suspend or withdraw the campaign or these Terms and Conditions at any time where necessary due to circumstances beyond its reasonable control.

Sackers accepts no responsibility for submissions that are not received due to technical issues or participant error.

## **11. Agreement to Terms**

By submitting an entry to #Sackers60Ways, participants agree to be bound by these Terms and Conditions.

***For any queries regarding the campaign, please contact:  
Charlotte Bracken at [charlotte.bracken@sackers.com](mailto:charlotte.bracken@sackers.com).***