

Cerbos Customer Referral Program - Terms & Conditions

Effective date: July 10, 2026

Last updated: July 10, 2026

These Terms & Conditions ("Terms") govern participation in the Cerbos Customer Referral Program (the "Program") operated by Cerbos Limited ("Cerbos," "we," "our," "us"). By submitting a referral, you ("Referrer," "you") agree to these Terms.

1. The Program in summary

Cerbos rewards individuals and companies who introduce us to new customers. When a company you refer becomes a paying Cerbos customer, you are eligible to receive a \$1,000 reward, payable as account credit, charity donation, or cash, subject to the conditions below.

2. Eligibility to refer

You may participate in the Program if you fall into one of the following categories:

- A current Cerbos customer
- A past Cerbos customer
- A former employee of a current or past Cerbos customer
- A member of the Cerbos community (including Slack community members, open-source contributors, webinar attendees, and newsletter subscribers)

The following are not eligible to participate:

- Current Cerbos employees, contractors, and their immediate family members
- Existing Cerbos channel partners and resellers (a separate program applies)
- Any individual or entity prohibited from participating by applicable law

You must be at least 18 years of age and legally able to enter into a contract in your jurisdiction.

You may not refer your own employer, an affiliate or parent of your employer, an entity in which you or an immediate family member holds a beneficial ownership interest of 10% or more, or an immediate family member.

3. Eligible referrals

A referral is only valid if all of the following are true at the time of submission:

- The referred contact and referred company are not already in Cerbos's systems as an active opportunity, customer, or open lead.
- The referred company is not a current Cerbos customer or affiliated with one.
- You have the consent of the referred contact to share their contact details with Cerbos.

Cerbos reserves the right to determine, in its sole discretion, whether a referral meets these requirements.

4. What qualifies for a Payout

A referral becomes a Qualifying Referral and triggers a Payout only when all of the following conditions are met:

1. The referral was submitted in accordance with these Terms and was not rejected at intake.
2. Cerbos's sales team made first contact with the referred contact within 90 days of referral submission.
3. The referred company executes a paid agreement for Cerbos Hub Production tier or above.
4. The referred company has paid Cerbos's first invoice in full under that agreement.

Attribution rules:

- Pre-existing pipeline. If the referred contact or referred company is already in Cerbos's customer relationship management system as an active opportunity at the time of submission, the referral does not qualify and no Payout will be issued.
- Job changes. A referral applies to the referred company named at the time of submission. If the referred contact changes employer after submission and the new employer becomes a Cerbos customer, the original referral does not extend to that new employer. You may submit a separate referral for the new employer if eligible.
- Departure of the referred contact. If the referred contact leaves the referred company before the deal closes, the referral does not qualify for a Payout, even if the referred company subsequently becomes a customer.
- Duplicate submissions. Where Cerbos receives more than one referral for the same referred contact or referred company, the first verified submission receives credit. Cerbos reserves the right to make a final determination if the order of submissions is ambiguous.
- Attribution window. Referrals expire if Cerbos's sales team has not made first contact within 90 days of submission.

5. Payout amount and timing

The Payout for each Qualifying Referral is \$1,000 USD.

Payouts are processed monthly in batches following confirmation that the referred company has paid its first invoice. Cerbos targets payment within 30 days of confirmation but does not guarantee a specific timeframe.

You may receive Payouts on multiple Qualifying Referrals. There is no cap on the number of referrals an eligible Referrer may submit.

6. Payout options

At the time of submission, you select one of the following Payout methods. The selection is final once the referral is submitted.

6.1 Account credit

The \$1,000 is applied as a credit against your company's next Cerbos invoice. This option requires your company to be a current paying Cerbos customer at the time the credit is issued.

6.2 Charity donation

Cerbos makes a \$1,000 donation to a registered charity of your choice, in your name. The charity must be a recognized nonprofit organization in a jurisdiction Cerbos operates in. Cerbos reserves the right to decline donations to organizations that pose legal, reputational, or compliance risks.

6.3 Cash payout

A direct cash payment of \$1,000 to you, subject to all of the following requirements:

- You are based in the United Kingdom.
- The referred company is not in financial services, healthcare, government, defense, or any partly state-owned or public-sector entity.
- You provide a signed self-attestation that your employer permits accepting referral fees from third-party vendors.
- You provide the payee and tax details we request for our records before any Payout is issued. You are responsible for declaring the payment to HMRC through self-assessment.
- You are not employed by the referred company.

If any of these conditions are not met, the cash option is not available. You may, in such cases, elect the account credit or charity donation options instead.

Cash Payouts are made via bank transfer. Cerbos is not responsible for fees or charges imposed by your bank or payment provider.

Cash Payouts are made in GBP, at the equivalent of \$1,000 on the date of payment, via bank transfer.

7. Tax obligations

You are solely responsible for any tax liabilities arising from a Payout, including declaring it to HMRC. Cerbos will provide documentation of the payment on request.

8. Anti-bribery, sanctions, and compliance

The Program is designed to comply with applicable anti-bribery and anti-corruption laws, including the U.S. Foreign Corrupt Practices Act (FCPA), the UK Bribery Act 2010, and the OECD Anti-Bribery Convention.

By participating, you represent and warrant that:

- You have full authority to make the referral and accept any Payout under your employer's policies and applicable law.
- You have not offered, promised, or given anything of value to the referred contact in exchange for participation in the Program.
- Acceptance of a Payout will not violate any law, regulation, code of conduct, or contractual obligation applicable to you.
- Neither you nor the referred company is subject to any economic sanction administered by OFAC, the UK Office of Financial Sanctions Implementation, the EU, or the United Nations.

Cerbos may withhold or claw back any Payout if any of these warranties is breached, or where Cerbos determines that completion of the Payout would create a legal, regulatory, or reputational risk.

9. Fraud, audit, and clawback

Cerbos may investigate any referral, request supporting documentation from you, and may reject, suspend, or claw back any Payout where Cerbos determines, in its sole discretion, that the referral involves fraud, misrepresentation, or breach of these Terms. Cerbos's determination is final.

10. Indemnification

You shall indemnify Cerbos against any third-party claims, losses, or liabilities arising from your breach of these Terms, including breach of the warranties in Sections 3 and 8.

11. Data and privacy

Personal data submitted to Cerbos through the Program is processed in accordance with the [Cerbos Privacy Policy](#).

By submitting a referral, you confirm that you have obtained the consent of the referred contact to share their personal information (name, work email, company, title) with Cerbos for the purposes of business outreach.

12. No employment or agency relationship

The Program does not create an employment, agency, partnership, or joint venture relationship between you and Cerbos. You may not represent yourself as a Cerbos agent or reseller.

13. Modifications and termination

Cerbos reserves the right to modify, suspend, or terminate the Program at any time, in whole or in part, with or without notice.

Material changes to these Terms will be communicated by updating the "Last updated" date above and, where appropriate, by direct notification to active Referrers.

Termination of the Program does not affect Payouts already earned for Qualifying Referrals submitted prior to termination, provided the conditions in Section 4 continue to be met.

14. Limitation of liability

Cerbos's total liability under these Terms is limited to any unpaid Payout owed for Qualifying Referrals. Cerbos is not liable for indirect or consequential damages.

15. Severability and entire agreement

If any provision of these Terms is held invalid or unenforceable, the remaining provisions remain in full effect. These Terms constitute the entire agreement between the parties regarding the Program and supersede all prior discussions or representations.

16. Governing law and disputes

These Terms are governed by the laws of England and Wales. The parties shall attempt to resolve any dispute by good-faith negotiation before initiating legal proceedings. Any dispute that cannot be resolved by negotiation will be subject to the exclusive jurisdiction of the courts of England and Wales.

17. Contact

Questions about the Program or these Terms should be sent to referrals@cerbos.dev.