

# 📜 Referral & Affiliate Program – Policy Framework

### FLAMINGO PROJECTS & CONSULTING

Version 1 | Effective from: 05/07/2025

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## **INTRODUCTION**

This document defines the framework for Flamingo's Referral & Affiliate Program. It enables individuals and professionals to refer high-value clients for our services while ensuring:

- Transparent and ethical business practices
- Full compliance with Indian laws
- Alignment with international sustainable marketing norms (FTC, ISO 26000, UN SDGs)

## **OBJECTIVE**

To incentivize verified referrals that lead to successful, revenue-generating projects for Flamingo Projects & Consulting, without compromising on:

- Professional integrity
- Fair competition
- Compliance with anti-bribery and anti-corruption laws

## **ELIGIBILITY**

This program is open to:

- Independent professionals, freelancers, consultants
- Architects, vendors, service providers, industry agents
- Existing clients, NRI associates, institutional connections

#### Requirements:

- Minimum age: 18 years
- Valid PAN (India) or foreign tax ID
- Must not be a current employee of the client referred

## **# PROGRAM STRUCTURE**

### Referral Types & Rewards:

- Basic Lead Shares contact only 5% of net profit
- Warm Referral Intro + pre-sales support 7% of net profit
- Active Affiliate Involved till contract closure 8–10% of net profit (capped)

Referral role must be declared at submission and documented in the lead registration form.



#### Referral Reward Estimation Note:

Average project profit is assumed at **10% of net invoice value (excluding taxes)**. Referral reward will be calculated as a percentage of this net profit.

## Indicative Reward Slabs (Based on Project Profit):

- ₹1–5 Lakhs profit Referral bonus up to ₹25,000
- ₹5–15 Lakhs profit Bonus ₹30,000 to ₹70,000
- ₹15–30 Lakhs profit Bonus ₹70,000 to ₹2.4 Lakhs
- ₹30 Lakhs & above Bonus ₹2.5L to ₹5 Lakhs (Capped)

Custom-negotiated terms may apply for special projects.

#### **III** PAYMENT TERMS

#### Disbursement:

- Linked to actual client payments received
- Paid in tranches aligned with RA bills or milestones

#### Retention, Timeline & Taxation:

- 5% retention till project completion + 6 months
- Payment released within 45 working days of client payment
- TDS as per Section 194H / 194J of Income Tax Act, 1961
- No payout if project does not materialize or client defaults

## **ETHICS, COMPLIANCE & ZERO TOLERANCE**

#### **Code of Conduct:**

- No unfair influence on client decisions
- No bribes or side-payments to client staff
- Only use approved materials for promotion
- No exaggeration or misrepresentation

#### Conflict of Interest:

Must disclose if:

- Related to the client or decision-maker
- Representing a competing vendor or agency

Non-disclosure voids all rewards.

### **Anti-Corruption:**

Violation of Prevention of Corruption Act, Companies Act (Section 182), or any applicable law



#### will lead to:

- Blacklisting
- Legal action
- Cancellation of all pending payouts

## Sustainability Alignment:

- Complies with ISO 26000 and UN SDGs
- Promotes ethical growth and green marketing

## **■** REPORTING & TRANSPARENCY

- Each referral receives a unique lead ID
- Milestone tracking and status updates
- Quarterly audits for ethical and legal compliance

## **VALUE OF THE PROOF OF THE PROO**

- Flamingo reserves the right to revise slabs and terms with prior notice
- Referrals must be submitted before the Company is in contact with the client
- Final dispute resolution by Flamingo's internal committee
- Payouts may be withheld due to:
  - 1. Ethics or policy violation
  - 2. Client complaint or legal issue

## **PHOW TO PARTICIPATE**

- Visit: www.flamingopnc.in
- Email: info@flamingopnc.in
- WhatsApp / Call: +91 87805 33829

#### To register:

- Submit referral form with PAN/Aadhaar/Passport
- Accept program T&Cs digitally
- Receive tracking link and updates

## **M** DISPUTE RESOLUTION

- Initial resolution through mutual discussion
- Unresolved cases referred to arbitration under the Arbitration & Conciliation Act, 1996
- Seat of arbitration: Ahmedabad, Gujarat
- Jurisdiction: Courts of Ahmedabad only



# **△** CONTACT & SUPPORT

## Program Manager

Email: info@flamingopnc.in Phone: +91 87805 33829

Address: Flamingo Projects & Consulting, Gujarat, India

# **NAME ANNEXURES REQUIRED FOR ONBOARDING**

- Referral Agreement
- NDA (Non-Disclosure Agreement)
- Declaration No Criminal Background
- AML (Anti-Money Laundering) Undertaking
- Referral Submission Form
- PAN / Tax ID copy and cancelled cheque

Your trust is our brand's foundation.