

Jobs4.co.uk Terms & Conditions – Terms of Use – update 1st May 2018

Terms and Conditions Terms Of Use

This page details the "Terms of Use" under which you may use this site and our services are offered. By using this web site, you are indicating your acceptance to be bound by the terms of these Terms of Use. The Terms of Use may be modified from time to time by updating this page. You should visit this page frequently to review the current Terms of Use. The terms "You" and "User" as used herein refer to all individuals and/or entities accessing this web site for any reason.

Copyright

Unless indicated to the contrary, all materials on this site are the copyright of Jobs4UK Ltd

Jobs4UK Ltd is the owner of the Trade Marks appearing on this website and all associated Trade Marks and logos unless indicated to the contrary.

Use of User Information or Material.

Jobs4UK Ltd authorises you to view and download a single copy of the user information or material on Jobs4.co.uk solely for your personal, non-commercial use. The contents of this Web Site, such as text, graphics, images, logos, button icons, software and other information or material is the property of Jobs4UK Ltd or its or clients. Unauthorised use of the Material may violate copyright, trademark, and other laws. The use of the Material on any other web site or in a networked computer environment for any purpose is prohibited. You shall not copy or adapt the HTML code that Jobs4.co.uk creates to generate its pages. It is also protected by Jobs4UK Ltd copyright.

Site Use.

The Web Site may be used only for lawful purposes by individuals seeking employment and career information and employers seeking employees or recruiters seeking employees on behalf of a specific employer. The web site may not be used by employers or recruiters as a means to source employees or potential employees for employment opportunities not advertised specifically on Jobs4.co.uk, each advert must represent one and only one vacancy, the use of blanket adverts (catch all) with multiple geographies is not permitted. Jobs4UK Ltd reserves the right to remove any vacancies that breach these terms of use. Jobs4UK Ltd specifically prohibits any use of the Web Site, and all users agree not to use the Web Site, for: Posting any incomplete, false or inaccurate biographical information or information which is not your own accurate CV (living individual seeking employment on a full-time or part-time basis on his or her own behalf).

Users may not use the Web Site in order to transmit, distribute, store or destroy material (a) in violation of any applicable law or regulation, (b) in a manner that will infringe the copyright, trademark, trade secret or other intellectual property rights of others or violate the privacy, publicity or other personal rights of others, or (c) that is defamatory, obscene, threatening, abusive or hateful. Users are prohibited from: (a) accessing data not intended for such user or logging into a server or account which the user is not authorised to access, (b) deleting or revising any material posted by any other person or entity, (c) using any device, software or routine to interfere or attempt to interfere with the proper working of this Web Site or any activity being conducted on this site (d) if you have a password allowing access to a non-public area of this Web Site, disclosing to or sharing your password with any third parties or using your password for any unauthorised purpose. Employers and Recruiters using

Jobs4.co.uk agree to pay the relevant fees quoted on the website or advised by Jobs4UK Ltd plus VAT at the prevailing rate. If electing to pay by invoice the user agrees to pay each invoice within 14 days of the date of invoice. Jobs4UK Ltd reserves the right to charge interest at the rate of 4% above the base rate of HSBC Bank in force from time to time from 14 days after the date of invoice.

Candidates ("Users")

When you register with Jobs4.co.uk you will be asked to provide certain information including, without limitation, a valid email address (your "Information"). In addition to the terms and conditions that may be detailed on this page and in the privacy statement, you understand and agree that the Jobs4.co.uk may disclose to third parties, on an anonymous basis or otherwise, certain information contained in your registration application.

By registering with Jobs4UK Ltd you agree to have your CV and personal details passed to our clients and partners; this includes Recruitment Consultancies, Recruitment Agencies, Direct Employers and other Job Boards. Jobs4UK Ltd may also disclose your name, address, e-mail address or telephone number where appropriate to comply with applicable laws or in legal proceedings where such information is relevant. As a user, you are responsible for your own communications and are responsible for the consequences of their posting. You must not, and by using this Web Site you agree not to, do the following things: post material that is copyrighted, unless you are the copyright owner or have the permission of the copyright owner to post it; post material that reveals trade secrets, unless you own them or have the permission of the owner; post material that infringes on any other intellectual property rights of others or on the privacy or publicity rights of others; post material that is obscene, defamatory, threatening, harassing, abusive, hateful, or embarrassing to another user or any other person or entity; post a sexually-explicit image or statement; post advertisements or solicitations of business.

Jobs4UK Ltd does not represent or guarantee the truthfulness, accuracy, or reliability of communications posted by users or endorse any opinions expressed by users. You acknowledge that any reliance on material posted by other users will be at your own risk.

Jobs4UK Ltd acts as a passive conduit for the online distribution and publication of user-submitted information and has no obligation to screen communications or information in advance and is not responsible for screening or monitoring material posted by users. If notified by a user of communications which allegedly do not conform to these Terms of Use, or in any way bring Jobs4UK Ltd or Jobs4.co.uk into disrepute, Jobs4UK Ltd may investigate the allegation and determine in good faith and its sole discretion whether to remove or request the removal of the communication or candidate details.

Jobs4UK Ltd has no liability or responsibility to users for performance or non-performance of such activities. By submitting content to any public or non-public area of the Web Site you permit any subscriber to access, display, view, store and reproduce such content for personal use. Subject to the foregoing, the owner of such content placed on the Web Site retains any and all rights that may exist in such content.

The Liabilities of Jobs4UK Ltd.

Jobs4.co.uk is the web presence of Jobs4UK Ltd and acts as a venue for employers and recruiters to post job opportunities and candidates to post CV's and does not screen or censor the listings offered. Jobs4UK Ltd is not involved in the actual transaction between employers and candidates. As a result, Jobs4UK Ltd has no control over the quality, safety or legality of the jobs or CV's posted, the truth or accuracy of the listings, the ability of employers to offer job opportunities to candidates or the ability of

candidates to fill job openings.

You assume all risks associated with dealing with other users with whom you come in contact through Jobs4.co.uk. In the event that you have a dispute with one or more users, you release Jobs4UK Ltd (and our agents and employees) from claims, demands and damages (actual and consequential, direct and indirect) of every kind and nature, known and unknown, suspected and unsuspected, disclosed and undisclosed, arising out of or in any way connected with such disputes. The Material may contain inaccuracies or typographical errors.

Jobs4UK Ltd makes no representations about the accuracy, reliability, completeness, or timeliness of the Web Site or the Material. The use of the Web Site and the Material is at your own risk. You acknowledge and agree that you are solely responsible for the form, content and accuracy of any CV or material contained therein placed by you on the Web Site. Employers are solely responsible for their postings on the Web Site.

JOBS4UK LTD DOES NOT WARRANT THAT THE WEB SITE WILL OPERATE ERROR-FREE OR THAT THE WEB SITE AND ITS SERVER ARE FREE OF COMPUTER VIRUSES OR OTHER HARMFUL MECHANISMS. IF YOUR USE OF THE WEB SITE OR THE MATERIAL RESULTS IN THE NEED FOR SERVICING OR REPLACING EQUIPMENT OR DATA, JOBS4UK LTD IS NOT RESPONSIBLE FOR THOSE COSTS. THE WEB SITE AND MATERIAL ARE PROVIDED ON AN "AS IS" BASIS WITHOUT ANY WARRANTIES OF ANY KIND. JOBS4UK LTD, TO THE FULLEST EXTENT PERMITTED BY LAW, DISCLAIMS ALL WARRANTIES, WHETHER EXPRESS OR IMPLIED, INCLUDING THE WARRANTY OF MERCHANTABILITY, FITNESS FOR PARTICULAR PURPOSE AND NON-INFRINGEMENT. JOBS4UK LTD MAKES NO WARRANTIES ABOUT THE ACCURACY, RELIABILITY, COMPLETENESS, OR TIMELINESS OF THE MATERIAL, SERVICES, SOFTWARE, TEXT, GRAPHICS, AND LINKS.

Disclaimer of Consequential Damages.

IN NO EVENT SHALL JOBS4UK LTD, ITS SUPPLIERS, OR ANY THIRD PARTIES MENTIONED ON THE WEB SITE BE LIABLE FOR ANY DAMAGES WHATSOEVER (INCLUDING, WITHOUT LIMITATION, INCIDENTAL AND CONSEQUENTIAL DAMAGES, LOST PROFITS, OR DAMAGES RESULTING FROM LOST DATA OR BUSINESS INTERRUPTION) RESULTING FROM THE USE OR INABILITY TO USE THE WEB SITE AND THE MATERIAL, WHETHER BASED ON WARRANTY, CONTRACT, TORT, OR ANY OTHER LEGAL THEORY, AND WHETHER OR NOT JOBS4UK LTD IS ADVISED OF THE POSSIBILITY OF SUCH DAMAGES.

Links to Other Sites.

The Web Site contains links to third party web sites. These links are provided as a service and not as an endorsement by Jobs4.co.uk of the contents on such third-party Web sites. Jobs4UK Ltd is not responsible for the content of linked third-party sites and does not make any representations regarding the content or accuracy of materials on such third party Web sites. If you decide to access linked third party Web sites, you do so at your own risk.

General.

These Terms of use shall be governed by and constructed in accordance with the laws of England and Wales and all disputes arising in connection with them shall be submitted to the exclusive jurisdiction of the English Courts. No changes to these Terms and Conditions shall be made except by a revised posting on this page.

Additional Terms of Use.

Certain areas of this Web Site are subject to additional terms of use. By using such areas, or any part thereof, you agree to be bound by the additional terms of use applicable to such areas.