

## **Recruitment software - job seekers terms**

This recruitment software ('the site') is owned and operated by TEAM iQ Limited, a company incorporated in England & Wales.

We know that you are concerned about your privacy; so are we.

### **1 Your use of this site is governed by these terms**

If you choose to provide or upload your personal information ('information') to this site, then by doing so you accept these terms and conditions as governing that provision. If you do not accept these terms then you must not provide or upload personal information to the site.

### **2 Access and use of your data by prospective employers**

We licence the use of this site to employers to recruit and process information. We make no warranties regarding the validity or bona fide nature of any employers making use of the site.

When you provide or upload any information to the site, you explicitly consent to our sharing it with any employers to whom you specifically apply. Additionally, if you choose to make your profile public, you explicitly consent to our sharing it with any other employers who may conduct a search of our database for applicants that match your profile.

Once your data is provided to an employer, they control and are responsible for their use of it, over which we have little or no control, and for which we cannot therefore accept any responsibility.

### **3 Transferring your information across borders**

We are a global organisation with entities and site elements that operate worldwide. Additionally, we actively pursue and licence use of the system to employers that operate worldwide. Because of the global scope of our business and site, we will transfer your personal information to countries of the world which provide differing levels of legal protection over that data. Your data may be accessed or processed in jurisdictions that offer a lesser degree of legal protection and privacy than that which you would expect in your home jurisdiction and you accept the risks inherent in that.

### **4 We do not undertake to delete your information**

We do not undertake to delete any of the information you provide after any given period of time. If you want to delete any particular job application or your entire account, then you must log on to the system and do this yourself using the features provided to enable you to do so.

### **5 We have the right to delete your information**

We reserve the right to delete your information and your account at any time of our choosing without reference to you.

### **6 Data security**

The transmission of information through the internet is not completely secure. We will do our best to protect your personal data, but we cannot guarantee the security of your data transmitted to our site through the internet; any such transmission is at your own risk. Once we have received your information, we will use industry standard procedures and security features to prevent unauthorised access.

### **7 Disclosure of information to third parties**

When you provide or upload personal information you explicitly consent that we (including our subcontractors) may process that information.

We will not disclose your information to third parties other than in accordance with the above, unless we or a part of our business are acquired by a third party, in which case your information held by us may be transferred under that sale. Additionally, we may disclose or share your information in order to comply with any legal obligation placed on us to do so.