

Terms of Service

Welcome to Liberatus (“we”, “us”, or “our”). These Terms of Service (“Terms”) govern your access to and use of our website [www.Liberatus.co.uk] (the “Site”) and any related recruitment, temporary staffing, or employment services we provide (collectively, the “Services”).

By using our Site or Services, you agree to comply with and be bound by these Terms and our **Privacy Policy**. If you do not agree, please refrain from using our Site or Services.

1. About Us

Liberatus Corporation Limited is a temporary employment agency and/or employment business registered in England and Wales.

Registered Company Number: 16519291

Registered Office: St John's Innovation Centre, Cowley Road, Cambridge, CB4 0WS

Email: Info@liberatus.co.uk

Telephone: 0800 861 1603

We are regulated by the **Employment Agencies Act 1973** and the **Conduct of Employment Agencies and Employment Businesses Regulations 2003**.

2. Use of the Site

You agree to use our Site lawfully and responsibly. You must not:

- Use the Site in any way that breaches applicable local, national, or international law or regulation.
- Submit false, misleading, or inaccurate information.
- Interfere with the security or proper working of the Site.
- Attempt to gain unauthorised access to the Site or our systems.

We may suspend or terminate your access if we reasonably believe you have breached these Terms.

3. Eligibility

Our Services are available to:

- **Candidates:** Individuals seeking temporary, contract, or permanent employment opportunities through us; and

- **Clients:** Businesses seeking to engage or hire Candidates.

By using the Site, you confirm that you are at least 18 years old and legally capable of entering into binding agreements.

4. Candidate Obligations

Candidates agree to:

- Provide accurate, complete, and up-to-date information in all applications or registrations.
- Notify us promptly of any changes to your details.
- Maintain the confidentiality of any login details provided.

Submitting your details or applying for a role does **not guarantee employment**. Placement depends on your suitability, availability, and our Clients' requirements.

Where applicable, we may conduct background checks, eligibility to work verifications, and reference checks in compliance with UK law.

5. Client Obligations

Clients agree to:

- Provide accurate and lawful job descriptions, pay rates, and working conditions.
- Comply with all applicable employment, health and safety, and data protection laws.
- Pay all agreed fees or charges in accordance with our written agreements or terms of business.

We act as an intermediary between Clients and Candidates and do not employ Candidates directly unless explicitly agreed in writing.

6. Our Role and Service Limitations

We operate as an **employment agency** and/or **employment business** under UK law.
We do not guarantee:

- The availability of specific job opportunities or Candidates.
- That any Candidate or Client will meet specific expectations or requirements.
- Continuous, error-free, or secure operation of the Site.

We reserve the right to modify, suspend, or withdraw the Site or Services at any time without prior notice.

7. Fees and Payment

Clients will be charged in accordance with the terms set out in separate written agreements or our standard terms of business.

Candidates will **not be charged any fees** for using our Site or Services, in accordance with Regulation 26 of the Conduct Regulations.

8. Data Protection and Privacy

We comply with the **UK General Data Protection Regulation (UK GDPR)** and the **Data Protection Act 2018**.

Our **Privacy Policy** explains how we collect, use, store, and protect your personal data.

By using our Services, you consent to the processing of your personal information as described in that policy.

9. Intellectual Property

All content on our Site — including text, graphics, logos, trademarks, and software — is owned or licensed by Liberatus.

You may view and print content for personal, non-commercial use only. You may not copy, distribute, modify, or use any part of the Site's content without our prior written consent.

10. Disclaimer

The Site and Services are provided “as is” and “as available” without warranties of any kind, whether express or implied.

We make no representations or warranties about:

- The accuracy or completeness of job postings or Candidate information; or
- The suitability of any employment arrangement facilitated through us.

Nothing in these Terms limits any statutory rights that cannot be excluded under UK law.

11. Limitation of Liability

To the maximum extent permitted by law, Liberatus, its directors, employees, and agents shall not be liable for:

- Any indirect, consequential, or special losses;
- Loss of profits, data, or business opportunities; or
- Any damages arising from the use or inability to use our Site or Services.

Our total liability to you in connection with the Site or Services shall not exceed £100 or the total amount paid by you (if any) in the 6 months preceding the claim, whichever is greater.

12. Indemnity

You agree to indemnify and hold harmless Liberatus, its affiliates, and personnel from any loss, claim, or liability arising from your breach of these Terms or misuse of the Site.

13. Termination

We may suspend or terminate your access to the Site or Services immediately if you breach these Terms or if we are required to do so by law or regulatory authorities.

You may stop using the Site at any time.

14. Governing Law and Jurisdiction

These Terms are governed by the laws of **England and Wales**.

Any disputes shall be subject to the **exclusive jurisdiction of the courts of England and Wales**.

15. Changes to These Terms

We may amend these Terms from time to time. The latest version will always be available on our Site, with the “Last Updated” date revised accordingly.

Your continued use of the Site constitutes acceptance of any changes.

16. Contact Us

If you have any questions about these Terms or our Services, please contact us at:

Liberatus Corporation Limited

Email: Info@liberatus.co.uk

Phone: 0800 861 1603

Address: St John's Innovation Centre, Cowley Road, Cambridge, CB4 0WS