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 10 The Lakes, Somerset Lakes, Reunion Drive, Somerset West 7130

Reg No: 2018/301179/07 VAT No: 4540283225

Terms and Conditions

Welcome to the INTERNATIONAL & INDUSTRIAL PROJECT SERVICES (PTY) LTD website at www.iipsrecruitment.co.za. Please take a moment to read these terms and conditions including our policies ("Terms") to understand how they apply to your use of our Website and any products or services that you may request online.

Please read the rules carefully. USE OF AND/OR REGISTRATION ON ANY ASPECT OF THE WEBSITE WILL CONSTITUTE YOUR AGREEMENT TO COMPLY WITH THESE RULES.

If you cannot agree with these rules, please do not use the Website. In addition to reviewing this Agreement, please read our Privacy Policy and Copyright Policy. Your use of the Website constitutes agreement to their terms and conditions as well.

If you have any questions regarding our Website, the Terms, products or services, please contact us at info@iips.co.za







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Who owns this Website?

The INTERNATIONAL & INDUSTRIAL PROJECT SERVICES (PTY) LTD Website at www.iipsrecruitment.co.za is owned and operated by INTERNATIONAL & INDUSTRIAL PROJECT SERVICES (PTY) LTD, a company registered in the Republic of South Africa under company registration number 2018/301179/07, which has its registered office at 10 The Lakes, Somerset Lakes, Somerset West, 7130, Cape Town.

All rights and/or defences afforded to us in these Terms shall stand to the benefit of our company.

Terms and conditions apply

These Terms apply to your use of this Website. By using this Website, you acknowledge that you have read and understood these Terms and agree to be bound by them. They represent our entire agreement with you and supersede all prior terms, conditions, warranties and/or representations to the extent permitted by law. Please do not use our Website if you do not agree to be bound by these Terms.

Amended or updated terms

We may periodically update or change the Terms without notice. You should check them from time to time, as your continued use of our Website will mean you accept any updated or revised Terms.







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Law and arbitration

This agreement is governed by the laws of the Republic of South Africa. Any dispute arising concerning our agreement with you shall, to the extent permitted by law, be referred to arbitration in Cape Town at a venue to be determined by us applying the Uniform Rules of the High Court of South Africa.

Use of our Website

You are welcome to browse or use our Website for your own personal, non-commercial purposes only. No other use is permitted without our prior written consent. The unauthorised use, copying, reproduction, variation, modification or distribution of the content of this Website, the uploading of any unlawful or damaging information or viral software, or the creation of any links to our Website from any other site whatsoever, is strictly prohibited.

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You agree not to use any obscene, indecent, or offensive language or to provide to or post on or through the Website any graphics, text, photographs, images, video, audio or other material that is defamatory, abusive, bullying, harassing, racist, hateful or violent. You agree to refrain from ethnic slurs, religious intolerance, homophobia and personal attacks when using the Website.

You agree not to use any sexually explicit language or to provide to or post on or through the Website any graphics, text, photographs, images, video, audio or other sexually explicit material.

You may not provide to or post on or through the Website any graphics, text, photographs, images, video, audio or other material that is encrypted, invades anyone's privacy, or illustrates, references or encourages conduct that would constitute a criminal offence, give rise to criminal liability or that otherwise violates any statute or regulation. You agree to use the Website only for lawful purposes and you acknowledge that your failure to do so may subject you to civil and criminal liability.







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You agree not to disrupt, overwhelm, attack, modify, reverse engineer or interfere with the Website or its associated software, hardware and/or servers in any way, and you agree not to impede or interfere with others' use of the Website.

Other than connecting to our and our third-party service provider's servers by http or https requests using a Web browser, you may not attempt to gain access to our servers by any means, including, without limitation, by using administrator's passwords or by masquerading as an administrator while using the Website or otherwise.

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You agree to indemnify INTERNATIONAL & INDUSTRIAL PROJECT SERVICES (PTY) LTD against any loss, damage, harm, claim or any other cost whatsoever that we may sustain as a result of your use of our Website and/or its contents contrary to these Terms.

We use cookies to identify the computer device with which you connect to our Website. We reserve the right to restrict your use and access to our Website or part thereof in the event of any unauthorized use.

We reserve the right to suspend our Website or any part thereof or terminate your account at any time if we, in our sole discretion, determine that you are not using the Website in compliance with these Terms or if we believe the information provided by you is untrue, inaccurate or incomplete.

Any indulgence of extension of time granted to you shall not be construed as a waiver or variation of any of our rights or remedies in these Terms or law.

Use of our Website outside South Africa

Users who are not residents in South Africa are welcome to use our Website under these Terms.







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Privacy policy and information security

Your privacy is very important to us. We take reasonable steps to protect the personal information we hold and process from misuse, loss and from authorised access, modification or disclosure. We hold personal information both at our premises and with the assistance of our service providers.

Some of our service providers may be located in other countries that may not have the same levels of protection of personal information as South Africa. If this is the case, we require that they undertake to protect the personal information of our customers to the same level that we do.

Please refer to our detailed Privacy Policy for more information, and contact details of our company should you like to request an update to your information.

Accuracy of Website content

All reasonable steps are taken to ensure that the information on our Website is accurate and up-to-date. We do not, however, warrant that the content or information displayed is always accurate, complete and/or current.







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Your comments

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- Artisans Drivers General Workers Permanent Placements Payroll Admistration
- CCMA Representation Disciplinary Hearing Security Services Cleaning Services



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Indemnification

You hereby indemnify INTERNATIONAL & INDUSTRIAL PROJECT SERVICES (PTY) LTD and its affiliates, employees, agents, representatives and third-party service providers, and hereby defend and hold each of them harmless from any claims and liabilities (including legal costs on the attorney-client scale) which may arise from your submissions, from your unauthorised use of material obtained through







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the Website, or from your breach of this Agreement, or any such acts through your use of the Website.

Online registration

To register you will be required to provide certain information including personal details. When registering you will be required to choose an email address and a password.

Please keep your password private. INTERNATIONAL & INDUSTRIAL PROJECT SERVICES (PTY) LTD accepts no liability for any damages suffered or losses incurred from the use or misuse of your password.

You will be required to enter your e-mail address and a password each time you visit our website.

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