



Terms of Use

Effective Date: 30 June 2025

1. Introduction

Welcome to Smiley Jobs. These Terms of Use govern your access to and use of our services. By using our services, you agree to comply with these terms.

2. User Responsibilities

Users must provide accurate information, maintain confidentiality of login credentials, and use the services in accordance with applicable laws and regulations.

3. Acceptable Use

Users may not use the services for any unlawful, harmful, or fraudulent activities. This includes transmitting malicious software, harassing others, or violating intellectual property rights.

4. Limitations of Liability

Smiley Jobs shall not be liable for any indirect, incidental, or consequential damage arising from the use of our services. We do not guarantee uninterrupted or error-free service.

5. Intellectual Property Rights

All content, trademarks, and intellectual property on our platform are owned by Fonopolee or licensed to us. Users may not reproduce or distribute any content without prior written consent.

6. Privacy and Data Protection

Smiley Jobs is committed to protecting your personal information in accordance with the Protection of Personal Information Act (POPIA). Please refer to our Privacy Policy for more details.

7. Termination

We reserve the right to suspend or terminate access to our services at any time for violations of these Terms of Use or other applicable policies.



8. Contact Information

For any questions or concerns regarding these Terms of Use, please contact:

Yolandi van Wyk

Phone: 072 656 5046

Address: 3 Lower Road, Morningside, Sandton

Policy and SOP - POPIA

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