

Terms of Service
Effective Date: August 27, 2025

1. Introduction

Welcome to SoftHire Ltd, doing business as Softhire ('Company', 'we', 'us', or 'our'), a company registered in the United Kingdom at Flat 83, 27 East Parkside, SE100PP, London.

Our website <https://softhire.co.uk> ('the Site'), alongside the products and services contained therein that refer or link to these legal terms ('the Legal Terms') are collectively known as ('the Services').

To contact us, you may reach out at phone number: +447404497570, email: support@softhire.co.uk or mail us at Flat 83, 27 East Parkside, SE100PP, London.

These Terms and Conditions ('Terms') govern your use of the Site and the Services. By accessing or using the Services, you agree to comply with and be bound by these Legal Terms. If you do not agree with any part of these Legal Terms, we recommend that you print a copy of these Legal Terms for your reference.

2. Our Services

The information provided through the Services is not intended for distribution to, or use by, any individual or entity in jurisdictions where such distribution or use would violate legal or regulatory requirements, or subject us to any registration obligations within those jurisdictions. Individuals who access the Services from locations outside of our primary operating regions do so at their own discretion and are solely responsible for adhering to local laws, to the extent that those laws are applicable.

3. Definitions

- **'User'**: Any individual or entity accessing or using the Services.
- **'Content'**: All information, data, text, graphics, videos, or other materials available through our Services.

4. User Responsibilities

As a User, you agree to:

- Provide accurate and complete information when creating an account.
- Maintain the confidentiality of your account credentials.
- Use the Services in compliance with applicable laws and regulations.
- Refrain from:
 - Posting or transmitting harmful, offensive, or illegal content.
 - Attempting to interfere with the operation of our Services.
 - Misrepresenting your identity or affiliation.

5. Intellectual Property Rights

All Content provided through our Services, including but not limited to text, by intellectual property laws. Users are granted a limited, non-exclusive license to access and use the Content for personal, non-commercial purposes. Any unauthorized use may violate copyright, trademark, and other laws.

6. Prohibited Activities

At SoftHire, we are committed to maintaining the integrity and security of our services. To ensure a safe and respectful environment for all users, we have established the following guidelines:

Our services are designed solely for the purposes explicitly endorsed or approved by SoftHire. Any unauthorized commercial activities are strictly prohibited.

Users must refrain from:

- **Data Extraction:** Collecting data or content from our services to create databases or directories without our written consent.
- **Deceptive Practices:** Engaging in activities that aim to deceive or defraud SoftHire or other users, including attempts to obtain sensitive information such as passwords.
- **Security Breaches:** Tampering with or bypassing security features designed to protect our services and content.
- **Defamation:** Engaging in actions that could harm or tarnish the reputation of SoftHire or our services.
- **Harassment:** Using information from our services to harass, abuse, or harm others.
- **Misuse of Support:** Abusing our support channels or submitting false reports of misconduct.
- **Legal Violations:** Using our services in ways that contravene applicable laws or regulations.
- **Unauthorized Linking:** Engaging in unauthorized framing of or linking to our services.
- **Malware Distribution:** Uploading or transmitting malicious software, including viruses or Trojan horses, that could disrupt the functionality of our services.
- **Automated Systems:** Using automated tools like scripts, bots, or data extraction tools without authorization.
- **Impersonation:** Attempting to impersonate another user or using someone else's username.
- **Unauthorized Access:** Trying to bypass measures designed to restrict access to our services.
- **Reverse Engineering:** Deciphering, decompiling, disassembling, or reverse engineering any software that is part of our services.
- **Unauthorized Purchases:** Using purchasing agents to make unauthorized purchases through our services.
- **Data Collection:** Collecting usernames, email addresses, or other user data for unsolicited communications.
- **Competitive Use:** Utilizing our services or content to compete with SoftHire or for any revenue-generating endeavors not approved by us.

7. User Generated Contributions

The Services may provide interactive features that allow users to engage in activities such as chatting, contributing to blogs, participating in message boards, and joining online forums. These features enable you to create, submit, post, display, transmit, perform, publish, distribute, or broadcast content and materials to us or on our Services, including but not limited to text, writings, video, audio,

photographs, graphics, comments, suggestions, or personal information (collectively, "Contributions"). Please be aware that your Contributions may be viewable by other users of the Services and through third-party websites. Therefore, any Contributions you transmit may be treated as non-confidential and non-proprietary. By creating or making available any Contributions, you represent and warrant that you have the necessary rights and permissions to do so, and that your Contributions do not infringe upon any third-party rights or violate any applicable laws or regulations. SoftHire reserves the right to remove or modify any Contributions that violate these terms or are deemed inappropriate at our sole discretion.

8. Contribution License

By submitting your contributions to any part of our services, you grant us a perpetual, worldwide, non-exclusive, royalty-free license to use, reproduce, distribute, prepare derivative works of, display, and perform your contributions. This includes the right to sublicense these rights to third parties. You confirm that you have the necessary rights to grant this license, and you waive any moral rights associated with your contributions. While you retain ownership of your contributions, this license allows us to utilize them in various ways to enhance our services. We are not responsible for any statements or representations made in your contributions, and you agree to indemnify us against any claims arising from them. Additionally, we reserve the right to modify or remove any contributions at our discretion.

9. Third –Party Websites and Content

The Services contains links to external websites or the third party websites ('Third Party Websites') alongwith content such as articles, images, and software originating from third parties ('Third-Party Content'). Please note that these Third Party Websites and Third Party Content are provided for your information only. We do not control or endorse these Third-Party Websites and Content, and are not responsible for their accuracy, appropriateness, or completeness. Accessing Third-Party Websites or using Third-Party Content is at your own risk, and such interactions are not governed by these Terms. We recommend reviewing the terms and policies of any third-party sites or content you engage with. Any transactions or agreements made with third parties are solely between you and the respective third party, and SoftHire is not liable for any resulting issues. You acknowledge that SoftHire does not endorse products or services offered on Third-Party Websites and will not be held responsible for any harm or losses arising from your interactions with such sites or content.

10. Limitation of Liability

SoftHire provides its Services "as is" without any warranties, express or implied. We do not guarantee that our Services will be uninterrupted, error-free, or free from viruses. To the fullest extent permitted by law, SoftHire disclaims all warranties and shall not be liable for any damages arising from your use of our Services.

11. Termination

We reserve the right to suspend or terminate your access to our Services at our discretion, without notice, for conduct that we believe violates these Terms or is harmful to other Users or third parties.

12. Governing Law

These Terms are governed by and construed in accordance with the laws of the United Kingdom. Any disputes arising from or relating to these Terms shall be resolved in the courts of the United Kingdom.

13. Changes to Terms

SoftHire may modify these Terms at any time. We will notify Users of significant changes by posting a notice on our website or sending an email. Your continued use of our Services after such modifications constitutes your acceptance of the new Terms.

14. Contact Information

For questions or concerns about these Terms, please contact us at:

- **Email:** support@softhire.co.uk
- **Phone:** +447404497570

By using our Services, you acknowledge that you have read, understood, and agree to be bound by these Terms.