

Terms and Conditions

Welcome to EZ Wage

Welcome to EZ Wage ("EZ Wage.com Website" or App). EZ Wage provides a number of services (collectively the "Services") and the use of the Services (including any of the content or any services offered) is subject to these terms and conditions (hereinafter "Terms and Conditions").

By accessing EZ Wage or the Website or using the Services, you are you expressly (without any limitation or qualification) agreeing to the Terms and Conditions and Privacy Policy. Please do not use this Website if you do not agree to these Terms and Conditions and the Privacy Policy. If you have any questions, please contact us at (support@ezwage.com) The term "you" "your" (or a similar reference) and "User" refers to the user of the Platform and the term "us" "our" "we" refers to the Operator (as defined in the Privacy Policy).

These Terms and Conditions shall govern and be applicable to and your use of it. It is important to note that these Terms and Conditions shall be deemed to apply to anyone viewing this Website and not only those that are using, browsing or registered Users on EZ Wage.

Updates: The Operator may add to or change or update these, from time to time entirely at its own discretion. The User must read these Terms periodically or every time the User accesses the Platform to remain in compliance with these terms. The User's use of EZ Wage after any amendment to the Terms and Conditions shall constitute the User's acceptance of these Terms and Conditions as amended, revised or modified.

1. Using our Services

- 1.1. We require that by accessing the Site, you confirm that you can form legally binding contracts and therefore you confirm that you are at least 18 years of age or are accessing the Site under the supervision of a parent or legal guardian. If you are using the Services on behalf of any entity, then you are agreeing to the Terms and Conditions on behalf of that entity. Where you use the Service in the course of your employment or business, you enter into this Agreement both on your own behalf and in your individual capacity as an employee, officer, agent, partner, etc. of such organization which you represent, and references in this Agreement to "you" shall mean both you as the individual user of the Service and you in your capacity as a representative of your organization. Without prejudice to any other rights and remedies of EZ Wage under these Terms and Conditions or at law, EZ Wage reserves the right to limit or withdraw access to the Website or the registration of any person if EZ Wage believes that person is under the age of 18 years or is of unsound mind.
- 1.2. We grant you a limited license to access and make personal use of this Site, but not to download or modify the Site or any portion of it in any manner. Using our Services does not give you ownership of any intellectual property rights in our Services or the content you access. Except in the context of browsing or accessing our Services in

accordance with these Terms and Conditions, you may not use content from our Services unless you obtain permission from its owner or are otherwise permitted by law. These terms do not grant you the right to use any branding or logos used in our Services.

- 1.3. Submissions or opinions expressed on this platform are those of the individual posting such content and do not necessarily reflect our opinions. Certain services and related features that may be made available on the Website/App require registration or subscription. Should you choose to register or subscribe for any such services or related features; you agree to provide accurate and current information about yourself, and to promptly update such information if there are any changes. Every user of EZ Wage is solely responsible for keeping passwords and other account identifiers safe and secure. The account owner is entirely responsible for all activities that occur under such password or account. Furthermore, you must notify us of any unauthorized use of your password or account. EZ Wage shall not be responsible or liable, directly or indirectly, in any way for any loss or damage of any kind incurred as a result of, or in connection with, your failure to comply with this section.
- 1.4. During the registration process, you agree to receive promotional emails from EZ Wage. You can subsequently opt out of receiving such promotional e-mails by clicking on the link at the bottom of any promotional email.

2. Privacy

- 2.1. These terms and conditions must be read in compliance with our Privacy Policy. The personal information you provide to us will remain confidential and if you do not agree to our use of your information, you must stop using this Site.

3. User Eligibility and Website Access

- 3.1. Use of the Site is available only to persons who can form legally binding contracts under Pakistan Contract Act, 1872. Persons who are "incompetent to contract" within the meaning of the Pakistan Contract Act, 1872 including minors, un-discharged insolvents, of unsound mind are not eligible to use the Site. If you are a minor i.e. under the age of 18 years, you cannot register as a member of the Site and shall not purchase any items on the Site. As a minor, if you wish to purchase an item on the Site your legal guardian or parents who have registered as users of the Site may make such purchase or sale on your behalf. We reserve the right to terminate your membership and refuse to provide you with access to the Site if it is brought to our notice or if it is discovered that you are under the age of 18 years.
- 3.2. We grant you a limited license to access and make personal use of the Site and the Service. This license does not include any downloading or copying of account information for the benefit of another vendor or any other third party; caching, unauthorized hypertext links to the Site and the framing of any content available through the Site uploading, posting, or transmitting any content that you do not have a right to make available (such as the intellectual property of another party); uploading, posting, or transmitting any material that contains software viruses or any other computer code, files or programs designed to interrupt, destroy or limit the functionality of any computer software or hardware or telecommunications equipment; any action that imposes or may impose (in our sole discretion) an

unreasonable or disproportionately large load on our infrastructure; or any use of data mining, robots, or similar data gathering and extraction tools. You may not bypass any measures used by us to prevent or restrict access to the Site. Any unauthorized use by you shall terminate the permission or license granted to you by us.

4. Prohibited Content

4.1. During your use of this website, you will not post any Content that:

- Contains any personal information
- Is in violation of any local or international law, rule or regulation having the force of law, including privacy laws
- Would infringe someone's patent, copyright, trademark, or any other proprietary right
- Is deceitful, unlawful or falsified
- Is inappropriate, obscene, derogatory, hateful, abusive, defamatory or offensive to any individual or group of individuals on the basis of their religion, race, ethnicity, gender, sexual orientation or age.
- That attempts to distribute, on or through this website, any advertising; promotion; solicitation for goods, services or funds; or solicitation for others to become members of any enterprise or organization without prior written permission
- Is for the purposes of promotions or marketing campaigns and you shall not solicit any users with data retrieved from this website.

5. Services Available On EZ Wage

- 5.1.** The Services available on EZ Wage are provided to you on an 'as is' basis. We make no representation or guarantee that there will be no defect in operation or functionality of the Platform.
- 5.2.** All information provided on our Platform is for information purposes. Under no circumstances shall this information, whether obtained from us orally or in writing shall constitute as a warranty of any kind.
- 5.3.** EZ Wage dedicated to ensuring that all transactions performed on our Platform are secure, safe and confidential. However, keeping in mind the nature of the internet, we do not warranty continuous, uninterrupted or secure access to any part of our service, and operation of our platform. The servers and network operated by us or on our behalf may be interfered with various factors outside of our control. There are risks that your account may be hacked through your mobile device, money may be stolen, or fraudulent transactions may take place. Your acceptance of these terms and continued use of our Platform amounts to assumption of these risks and waiver of any claim against EZ Wage.
- 5.4.** Despite technologically advanced malware protections, data stored in your mobile device is not immune to intrusion by hackers and identity thieves. In case of such an event, EZ Wage is not responsible for any loss incurred by you.

6. Registration Information

6.1. Registering with EZ Wage will not be confirmed until the following information has been provided and verified:

6.1.1. Valid E-mail or mobile number;

6.1.2. Upon confirmation of the details in 7.1 above, Users will be connected to EZ Wage and/or receive a One-time Password (OTP). If the email or mobile number provided cannot be verified by EZ Wage, EZ Wage reserves the right to refuse the User access to the Website.

7. Using EZ Wage

7.1. EZ Wage will supply the Services to you from the date that the details in Clause 6 are confirmed.

7.2. EZ Wage will make every effort to ensure the Services are operational 24 hours a day, 7 days a week. However, there may be issues or delays due to events outside EZ Wage's control.

7.3. EZ Wage may have to suspend the Services if it has to deal with technical problems or to make improvements. EZ Wage will contact you to let you know in advance where this occurs unless the problem is urgent or an emergency. This does not affect your obligation to pay any outstanding amounts you may have requested from EZ Wage (as may be notified to the Users by EZ Wage).

7.4. In the unlikely event that there is any defect with the Website:

7.4.1. Please contact EZ Wage as soon as reasonably possible;

7.4.2. Please give EZ Wage a reasonable opportunity to repair or fix any defect;

7.4.3. EZ Wage will use every effort to repair or fix the defect as soon as reasonably practicable. You will not have to pay for EZ Wage to repair or fix a defect with the Platform under this clause 7.4.

7.5. By using EZ Wage you warrant that:

7.5.1. are capable of forming legally binding contracts;

7.5.2. will not provide your EZ Wage credentials to any third party;

7.5.3. will not use EZ Wage in a way that breaches these terms of use, any laws or infringes any rights of third parties;

7.5.4. will not interfere with anyone else's use of EZ Wage, including sending spam; and

7.5.5. will not copy, scrape or reproduce content from EZ Wage one including information about third parties without their consent.

In consideration of the circumstances, and where We think it is reasonable to do so, We may suspend or terminate your access to EZ Wage and reserve the right to take any appropriate steps at law to protect Our interests or those of third parties.

8. Registration and Password

8.1. At the time of registration on the website you will be able to generate a password and an account upon completing the Website's registration process. You are responsible for maintaining the confidentiality of the password and account, and are fully responsible for all activities that occur under your password or account.

- 8.2.** You are responsible for maintaining the confidentiality of your account access information and passwords. You shall be responsible for all uses of your Website registrations and passwords, whether or not authorized by you. The log in information created for the purpose of accessing EZ Wage is to be used solely by the person who has registered with the Website. EZ Wage reserves the right to store the access information including the IP address of the computer / device from where the Website was accessed. You are not authorized to share your password or other account access information with any other party, temporarily or permanently, and breach of this obligation may tantamount to disabling the EZ Wage account at the sole discretion of EZ Wage and terminating the contract with You. You agree to:-
- 8.2.1.** - immediately notify EZ Wage of any unauthorized use of your password or account or any other breach of security,
- 8.2.2.** - ensure that you log out from your account at the end of each session,
- 8.2.3.** - You shall also ensure that you access the Website from an authorized source and connection. EZ Wage cannot and will not be liable for any loss or damage arising from your failure to comply with this Section.
- 8.3.** Social Media Login: If you choose to log-in using your Social Media account, you permit us to access certain information from your Social Media account. You may control the amount of information that is accessible to us.

9. Unauthorized Transactions and Technical Issues

- 9.1.1.** All transactions and communications from your account shall be considered to have been made by you, irrespective of whether such transaction or communication were actually made by you or not.
- 9.1.2.** EZ Wage shall take no responsibility and you shall be personally liable and responsible for the use of your account and all transactions made thereunder. This includes all transactions made and authenticated using your account regardless of whether you made the transaction or not.
- 9.1.3.** If it can be established that a transaction and/or communication was inaccurately made from your account due to an error or glitch in Our system/App, you must immediately notify us of such a problem. We will make sure that such issue is resolved at the earliest, after a thorough inspection of the problem. If it is concluded that a transaction was incorrectly made from your account due to an issue on our end, such transaction will be reversed.

10. Facilities available for Users

- 10.1.** EZ Wage provides a number of Internet-based facilities/services through its Website, with the core function of the Website being a platform that provides short term financing solution to anyone who owns a smartphone and has downloaded the EZ Wage App.
- 10.2.** Users should note the following;
- 10.2.1.** When You use the Site or send emails or other data, information or communication to us, You agree and understand that You are communicating with us through electronic records and You consent to receive communications via electronic records from us periodically and as and when required. We will

communicate with you by email or by an electronic record on our Site which will be deemed adequate service of notice / electronic record.

11. Additional Terms for Users

11.1. Transactions

11.1.1. When a User makes an advance salary request using the EZ wage App, the requested funds after deducting 2% transaction fee upfront are deposited into the employees' account (previously shared with us by employer). On payroll day, the employer deducts advance amount from the employee's salary and credits it back to EZ Wage. These costs are subject to change without any prior notice. The transaction fee mentioned on the website are not subject to comparison with the same or any similar service(s) available through any other service provider. The fee shall be determined at our sole discretion. While we strive to provide accurate service and information, an inadvertent mistake or typographical errors may occur. We will have the right to modify the transaction fees of the services and contact you for further instructions using the e-mail address or telephone number provided by you during the time of registration, or notify you through the service provider.

11.1.2. You warrant that you have the right to use the mode of payment that you provide to us. By providing us your payment card or bank account details you allow us to use and store the information. You warrant that any financial information you provide to us is accurate. Providing fraudulent or false information is a breach of these terms and conditions and can result in a cancellation of your membership.

11.2. User Compliance

11.2.1. By subscribing and agreeing to avail services from EZ Wage you warrant that you shall comply with EZ Wage's Terms and Conditions, Privacy Policy and other policies published from time to time.

11.3. Other Terms

11.3.1. The User retains all risk of loss in the event of a hack or unauthorized usage.

11.3.2. It is the User's responsibility to ensure that they keep their login information safe.

11.3.3. You must immediately notify us of any unauthorized use of your account, or breach of security. We will not be liable for any loss of funds from your account.

11.4. Transfer of Money

11.4.1. You may transfer money from your account to another recipient nominated by you. It is your responsibility to make sure that the account nominated and the amount entered are accurate. No changes shall be allowed once a transaction is complete. EZ Wage shall not be responsible or held liable for any mistakes made by you, whether intentional or not.

11.5. Lost or Stolen Mobile Phone and Compromised Account

11.5.1. If your mobile phone is lost or stolen, or your account has been compromised in any way, it is important that you notify us right away, so we can suspend your account to keep someone else from using it. Any transactions performed using your account, regardless, are your responsibility.

11.5.2. If we detect any unusual activity from your account, we may contact you for confirmation or suspend your account temporarily.

11.6. Taxes

11.6.1. EZ Wage services may be subject to taxes imposed by the government authorities. You shall be responsible to bear any taxes in addition to your transaction fee. These charges shall be deducted automatically.

12. Intellectual Property Rights

12.1. In consideration of you agreeing to abide by these Terms, EZ Wage grants you a non-transferable, non-exclusive license to use our website and app on your device, subject to these terms, the Privacy Policy and any other applicable rules. EZ Wage reserves all other rights.

12.2. You may download or stream a copy of the website or app onto your device, to view, use and display the website or app on the device for your personal purposes only.

12.3. You acknowledge that all Intellectual Property Rights on the website and app anywhere in the world belong to EZ Wage or its licensors, that rights on the Website are licensed (not sold) to you, and that you have no rights in, or to, the website, other than the right to use it in accordance with these Terms. You acknowledge that you have no right to have access to the website in source-code form.

12.4. Unless otherwise indicated or anything contained to the contrary or any proprietary material owned by a third party and so expressly mentioned, EZ Wage owns all Intellectual Property Rights to and into the Website and Application, including, without limitation, any and all rights, title and interest in and to copyright, related rights, patents, utility models, trademarks, trade names, service marks, designs, know-how, trade secrets and inventions (whether patentable or not), goodwill, source code, meta tags, databases, text, content, graphics, icons, and hyperlinks. You acknowledge and agree that you shall not use, reproduce or distribute any content from the Website belonging to EZ Wage.

13. Trademarks and Copyrights

13.1. All intellectual property rights, whether registered or unregistered, in the Site, information content on the Site and all the website design, including, but not limited to text, graphics, software, photos, video, music, sound, and their selection and arrangement, and all software compilations, underlying source code and software shall remain our property. The entire contents of the Platform also are protected by copyright as a collective work under Pakistani copyright laws and international conventions. All rights are reserved.

14. Termination of Users who Infringe the Copyright or Other Intellectual Property Rights of Others

14.1. EZ Wage and its affiliated companies respect the intellectual property of others, and we ask our users, account holders and content partners to do the same. The unauthorized reproduction, copying, distribution, modification, public display or public performance of copyrighted works constitutes infringement of the copyright owners' rights. As a condition to your use of EZ Wage, You agree not to use EZ Wage to infringe the intellectual property rights of others in any way, directly or indirectly. We at our sole discretion, will terminate the accounts of any EZ Wage account holders, and block access to EZ Wage of any Users who to the knowledge of EZ Wage are infringers of the copyrights, or other intellectual property rights, of others. We reserve the right to take these actions at any time, in our sole discretion, with or without notice, and without any liability to the account holder who is terminated or to the User whose access is blocked. Notwithstanding the foregoing, in the event that You believe in good faith that a notice of copyright infringement has been wrongly filed against You or your copyrighted work that has been uploaded, posted or copied to our website and is accessible on such EZ Wage in a way that constitutes copyright infringement, please us at (insert email address)

15. How we may use your Personal Information

- 15.1.** You provide us with information when you sign up to EZ Wage. EZ Wage will also collect information from all of its users about their use of the website. Any information on users or their use of the website is subject to EZ Wage Privacy Policy. By using EZ Wage, you consent to use of that information and warrant that all information provided by you is accurate.
- 15.2.** We use information other than Personal Information, including aggregated or anonymized information, for ad targeting, to analyze trends, administer the Services, improve customer service, diagnose problems with our servers, track user movement, and gather demographic information for aggregate use. Third party ad platforms may use this information for a similar purpose, but you should follow up with third parties and confirm their information collection and usage practices directly. We may freely publish, disclose and use information other than Personal Information, including aggregated or anonymized Personal Information, to or with third parties.
- 15.3.** We may use Your personal information to help us improve our services and getting in touch with you to let You know about goods, services or promotions that may interest you. EZ Wage understands your privacy needs and will not sell, trade, or share personal information collected online from customers with third parties. All personal information collected by EZ Wage will only be used internally and exclusively within our corporate group.
- 15.4.** In the event that your name, address and phone number are passed on to a third party, this will only happen in an effort to have your order delivered to you. When you place order through EZ Wage, your personal information will also be automatically used for marketing and/or promotional purposes from time to time. However, you can choose to not receive marketing or promotional information from EZ Wage at any time by simply utilizing the unsubscribe function in the electronic marketing material sent to you.

- 15.5.** When we engage with third party service providers in connection with our Services, we will share Personal Information with such service providers who need access to such information to carry out their work efficiently. Other than such service providers, we do not share Personal Information with third parties unless (1) you have indicated to us that you wish to receive information from such parties; (2) you otherwise give us your consent to do so; or (3) in response to a request for information.

16. Usage Restriction

16.1. By using this website, you agree that:

- 16.1.1.** You shall not use, intentionally or unintentionally, any of the content, information or services on this website in a manner contrary to or in violation of any applicable international, national or local law, rule or regulation having the force of law, including privacy laws;
- 16.1.2.** You shall not use this website in any manner that could harm, infect, take over, disable, overburden or otherwise impair any of our computer systems, including, the servers, networks and other components connected to or used for this website;
- 16.1.3.** You shall not interfere with any other party's use and enjoyment of these Services or any of the content, information or services provided on this website;
- 16.1.4.** You shall not forge headers or otherwise manipulate identifiers in order to disguise or alter the origin of any content transmitted through the services or develop restricted or password-only access pages, or hidden pages or images (those not linked to from another accessible page);
- 16.1.5.** You shall not upload, post or otherwise transmit any content that you do not have a right to transmit under any law or under contractual or fiduciary relationships (such as inside information, proprietary and confidential information learned or disclosed as part of employment relationships or under nondisclosure agreements);
- 16.1.6.** You shall not upload, post or otherwise transmit any material that contains software viruses or any other computer code, files or programs designed to interrupt, destroy or limit the functionality of any computer software or hardware or telecommunications equipment;
- 16.1.7.** You shall not attempt to gain unauthorized access to any services, accounts, computer systems or networks connected to any server used for this website, through password mining, hacking or any other means;
- 16.1.8.** You shall not seek to gain access to any materials or information through any means not intentionally made available by us;
- 16.1.9.** You shall not reproduce, duplicate, copy, download, sell, resell or otherwise exploit this website or app, or any portion hereof, for commercial purposes without prior written consent;
- 16.1.10.** You shall not use any framing techniques to enclose any portion of this website (including, but not limited to, images, text, page layout and form) without prior written consent;
- 16.1.11.** You shall not make any use of the trademarks, service marks, trade names, logos and graphics on this website without prior written consent.

- 16.1.12. You shall not use any network monitoring or discovery software to determine the site architecture or extract information about usage, individual identities or users;
 - 16.1.13. You shall not collect any email addresses made available on this site for purposes of promotions or marketing campaigns and you shall not solicit any users with data retrieved from this website;
 - 16.1.14. You shall not distribute, on or through this website, any advertising; promotion; solicitation for goods, services or funds; or solicitation for others to become members of any enterprise or organization without prior written permission; and
- 16.2. Any unauthorized use terminates the license granted hereby.

17. Terms Applicable for the EZ Wage Membership

- 17.1. You may terminate your EZ Wage account at any time by going to the settings or emailing to us.
- 17.2. We reserve the right to accept or refuse EZ Wage membership requests at our discretion. You may not transfer or assign your EZ Wage account or any EZ Wage membership benefits.
- 17.3. We reserve the right to change the subscription terms and conditions at any time and terminate your membership.
- 17.4. You may close your account and terminate your relationship with us at any time. However, you will remain liable for all obligations and outstanding dues related to your account even after the account is closed. When you close your account, we will cancel any scheduled or incomplete transactions. You may withdraw or transfer any remaining balance before closing your account. No transfers can be made after an account has been terminated.

18. Limitation of Liability

- 18.1. In no event shall EZ Wage be liable to you or any user on account of any use, misuse, or reliance on the Services for any damages whatsoever, including direct, special, punitive, indirect, consequential or incidental damages or damages for loss of profits, revenue, use, or data whether brought in warranty, contract, intellectual property infringement, negligence or other theory, even if the company is aware of or have been advised of the possibility of such damage, arising out of or connected with the use (or inability to use) or performance of the Services. We do not assume any legal liability or responsibility for the accuracy, completeness, or usefulness of any information, content, product, services, or processes disclosed on the site or any other material or information accessible from the site.
- 18.2. The foregoing limitations shall apply notwithstanding any failure of the essential purpose of any limited remedy and to the fullest extent permitted under applicable law.

19. Disclaimer of Warranties

- 19.1. We do not guarantee, represent or warrant that your use of our service will be uninterrupted, timely, secure or error-free.

- 19.2.** We do not warrant that the results that may be obtained from the use of the service will be accurate or reliable.
- 19.3.** You agree that from time to time we may remove the service for indefinite periods of time or cancel the service at any time, without notice to you.
- 19.4.** You expressly agree that your use of, or inability to use, the service is at your sole risk. The services provided to you through the EZ Wage are 'as available' for your use, without any representation, warranties or conditions of any kind, either express or implied, including all implied warranties or conditions of services. In no case shall EZ Wage, our directors, officers, employees, affiliates, agents, contractors, interns, suppliers, service providers or licensors be liable for any injury, loss, claim, or any direct, indirect, incidental, punitive, special, or consequential damages of any kind, including, without limitation lost profits, lost revenue, lost savings, loss of data, replacement costs, or any similar damages, whether based in contract, tort (including negligence), strict liability or otherwise, arising from your use of any of the service or any products procured using the service, or for any other claim related in any way to your use of the service or any product, including, but not limited to, any errors or omissions in any content, or any loss or damage of any kind incurred as a result of the use of the service or any content (or product) posted, transmitted, or otherwise made available via the service, even if advised of their possibility. Because some jurisdictions do not allow the exclusion or the limitation of liability for consequential or incidental damages, in such jurisdictions, our liability shall be limited to the maximum extent permitted by law.
- 19.5.** We will not be liable for any losses you sustain as a result of updating or modifying our website.
- 19.6.** We do not warrant, represent or undertake as to the quality of any products, services, information, or other material purchased or obtained by you will meet your expectations, or that any errors in the Service will be corrected.

20. Indemnity

- 20.1.** You agree to indemnify and hold EZ Wage, its subsidiaries, and affiliates, and its and their officers, agents, partners and employees, harmless from any loss, liability, claim, or demand, including reasonable attorney's fees, made by any third party due to or arising out of your breach of or failure to comply with this Agreement (including any breach of your representations and warranties contained herein), any postings or Content you post in the Service, and the violation of any law or regulation by you. The Company reserves the right to assume the exclusive defense and control of any matter otherwise subject to indemnification by you, in which event you will fully cooperate with the Company in connection therewith.

21. Communication with Us

- 21.1.** When you send us an email or use the website or app, you are electronically communicating with us. You agree to receive promotional and transactional messages from us on your given email address or mobile number. If you wish to stop receiving promotional emails, you may unsubscribe.
- 21.2.** Our employees follow company protocol and ethical principles during their communication with you and all interactions are monitored by EZ Wage.

22. Losses

22.1. EZ Wage will not be liable for any loss of profits, revenue, contracts, data and savings, damages or financial losses caused during the performance of services that are foreseeable or unforeseeable by us when you start using the Services.

23. Events Beyond Our Control

23.1. EZ Wage shall not be held liable for failing to fulfil any obligations under these terms and conditions if the events lie beyond our reasonable control.

24. Transfers of Information

24.1. Information about our customers, including Personal Information, may be disclosed as part of any merger, acquisition, debt financing, sale of company assets, as well as in the event of an insolvency, bankruptcy or receivership in which Personal Information could be transferred to third parties as one of our business assets. In such an event, we will attempt to notify you before your Personal Information is transferred, but you may not have the right to opt out of any such transfer.

25. Children

25.1. Our Services are not intended for use by children under the age of 18, and such use is prohibited by our Terms of Service. We do not knowingly collect Personal Information from children under 18. If you become aware that a child has provided us with Personal Information, please contact us as set forth in this Policy.

26. Termination by EZ Wage

26.1. We may at any time, under any circumstances and without prior notice, immediately terminate or suspend all or a portion of your account and/or access to EZ Wage. Cause for such termination shall include, but not be limited to:

- 26.1.1.** violations of these Terms and Conditions;
- 26.1.2.** a request by you to cancel or terminate your account;
- 26.1.3.** discontinuance or material modification to the Service or any part thereof;
- 26.1.4.** a request and/or order from law enforcement, a judicial body, or other government agency;
- 26.1.5.** provision of EZ Wage to you becoming unlawful;
- 26.1.6.** unexpected technical or security issues or problems; or
- 26.1.7.** your participation in fraudulent or illegal activities.

Any such termination or suspension shall be made by us in our sole discretion, without any refund to you of any prepaid fees or amounts, and we will not be responsible to you or any third party for any damages that may result or arise out of such termination or suspension of your account and/or access to EZ Wage. If you want to terminate your

account, you may notify EZ Wage in writing via email or go to your account settings to delete your account.

27. Our Software

- 27.1.** This refers to any software (and updates) that we use for the Site. You shall not use any robot, spider, other automatic software or device or manual process to monitor or copy the website or the content, information or services on this website without prior written consent. You may use our software solely for the purpose of using our services in accordance with these terms and conditions.
- 27.2.** If you use our software for any illegal purposes or in violation of this agreement, we reserve the right to terminate your account.
- 27.3.** The software used for our services is protected by copyright and other applicable laws of Pakistan.
- 27.4.** Any links or advertisements found on our Site for third-party websites are not affiliated with EZ Wage and are governed by separate policies and terms and conditions. You must refer to those before accessing these websites.
- 27.5.** You must not attempt to or assist in copying or tampering our software in any way. You may not reproduce any part of this software.
- 27.6.** Our software may be updated from time to time without any prior notice.

28. Severability

- 28.1.** In the event that any provision of these Terms of Service is determined to be unlawful, void or unenforceable, such provision shall nonetheless be enforceable to the fullest extent permitted by applicable law, and the unenforceable portion shall be deemed to be severed from these Terms and Conditions, such determination shall not affect the validity and enforceability of any other remaining provisions.

29. Other Important Terms

- 29.1.** EZ Wage may transfer its rights and obligations under these Terms to another organization, and will always notify you in writing if this happens, but this will not affect your rights or its obligations under these Terms.
- 29.2.** This contract is between you and Us. No other person shall have any rights to enforce any of its terms under the Contracts (Rights of Third Parties) Act.
- 29.3.** Each of the paragraphs of these Terms operates separately. If any court or relevant authority decides that any of them are unlawful, the remaining paragraphs will remain in full force and effect.
- 29.4.** If EZ Wage fails to insist that you perform any of your obligations under these Terms, or if it does not enforce its rights against you, or if it delays in doing so, that will not mean that it has waived its rights against you and will not mean that you do not have to comply with those obligations. If EZ Wage does waive a default by you, it will only do so in writing, and that will not mean that it will automatically waive any later default by you.

30. General

30.1.ASSIGNMENT: You may not assign or sub-license the rights, duties or obligations under the Terms of Use, in whole or in part, to any person or entity without the prior written agreement of EZ Wage.

30.2.GOVERNING LAW AND JURISDICTION: Any disputes arising between You and EZ Wage is to be governed by and construed in accordance with the laws of Pakistan.

30.3.SEVERABILITY AND WAIVER: If any provisions of these Terms and Conditions are found to be invalid by any court having competent jurisdiction, the invalidity of such provision shall not affect the validity of the remaining provisions of these Terms and Conditions, which shall remain in full force and effect. No waiver of any term of these Terms and Conditions shall be deemed a further or continuing waiver of such term or any other term.

30.4.ENTIRE AGREEMENT: The Terms of Use including the EZ Wage Privacy Policy constitute the entire agreement between You and EZ Wage.

31. Changes to Terms and Conditions

31.1. You can review the most current version of the Terms and Conditions at any time at this page. We reserve the right, at our sole discretion, to update, change or replace any part of these Terms and Conditions by posting updates and changes to our website. It is your responsibility to check our website periodically for changes. Your continued use of or access to our website or the Service following the posting of any changes to these Terms and Conditions constitutes acceptance of those changes.

32. Questions

32.1. If you have any additional questions or concerns related to this statement and/or our practices, please email us at ([insert email address](#))

Terms and Conditions were last updated on 14th June 2022.