

HEADSTART HR SOLUTIONS LTD.

CONDITIONS OF USE

General

Together with our privacy policy, these conditions of use give details of the terms under which you may make use of our website www.headstart-hr.co.uk. Please read these conditions of use carefully before using the website. By using the website, you agree that you accept these conditions of use and abide by them.

We reserve the right to withdraw or amend any service provided on the website. We will not be liable if, for any reason, the website is unavailable at any time or for any period. From time to time, we may restrict access to some parts or all the website, for example when updating pages or undertaking routine maintenance. When visiting the website, you must comply with the provisions of this policy. It is your responsibility to make all arrangements necessary for you to have access to the website and you are also responsible for ensuring that all persons who access the website through your internet connection are aware of these conditions of use.

Liability

Headstart HR Solutions Ltd. makes no representations or warranties whatsoever as to the accuracy of the information contained on the website. To the extent permitted by law, we exclude all conditions, warranties and other terms which might otherwise be implied by statute, common law or the law of equity. Headstart HR Solutions Ltd. expressly disclaims all liability and responsibility for any direct, indirect or consequential loss or damage incurred by any user arising from any reliance placed on materials posted on the website by any visitor to the website and by anyone who may be informed of any of their contents, or from the use or inability to use the website, whether directly or indirectly, resulting from inaccuracies, defects, errors, whether typographical or otherwise, omissions, out of date information or otherwise, even if such loss was reasonably foreseeable and Headstart HR Solutions Ltd. had been advised of the possibility of the same. Direct, indirect or consequential loss and damage shall include, but not be limited to, loss of profits or contracts, loss of income or revenue, loss of business, loss of goodwill, and wasted expenditure or time.

Malicious, technological harm and related offences

By using the website, you accept that material downloaded or otherwise accessed through the use of the website is obtained entirely at your own risk. Headstart HR Solutions Ltd. accept no responsibility whatsoever for any resulting damage to software or computer systems and/or any resulting loss of data.

When using the website, you must not knowingly introducing viruses, trojans, or any other material which is malicious or technologically harmful. You must not attempt to gain unauthorised access to the website, the server on which the website is stored or any server, computer or database connected to the website.

Deliberate misuse of the website may constitute a criminal offence under the Computer Misuse Act 1990. Headstart HR Solutions Ltd. will report any criminal activity to the relevant law enforcement authorities and we will co-operate with those authorities by disclosing your identity to them. We will not be liable for any loss or damage caused by any technologically harmful material that may infect your computer equipment, computer programs, data or other proprietary material due to your use of the website.

Making links to www.headstart-hr.co.uk

You may link to our website, provided you do so in a way that is fair and legal and does not damage our reputation or take advantage of it, but you must not establish a link in such a way as to suggest any form of association, approval or endorsement on our part where none exists.

You must not establish a link from any website that is not owned by you. The website must not be framed on any other site. We reserve the right to withdraw linking permission without notice.

Headstart HR Solutions Ltd. does not accept any liability or responsibility for any third-party websites that can be accessed through the website or for any loss or damage that may arise from your use of them.

If you make use of any feature of the website that allows you to upload material, or to contact us, or other users of the website, you must comply with the acceptable use standards set out below. Any material you upload to the website will be considered non-confidential and non-proprietary, and we have the right to use, copy, distribute and disclose to third parties any such material for any purpose. We also have the right to disclose your identity to any third party who is claiming that any material posted or uploaded by you to the website constitutes a violation of their intellectual property rights, or of their right to privacy. We will not be responsible, or liable to any third party, for the content or accuracy of any materials posted by you or any other user of the website. We have the right to remove any material or posting you make on the website if, in our opinion, such material does not comply with our conditions of use, values and standards of acceptable use.

Acceptable use

Your use of the website is strictly limited to lawful purposes.

You may not use the website in a way that would breach any applicable local, national or international law or regulation. You must not use the website for purposes that are unlawful or fraudulent or has any unlawful or fraudulent purpose or effect for the purpose of harming or attempting to harm others.

The website may not be used in any way to send, knowingly receive, upload, download, use or re-use any material which does not comply with our conditions of use, nor to transmit, or secure the sending of, any unsolicited or unauthorised advertising or promotional material or any other form of similar solicitation (spam); or to knowingly transmit any data, send or upload any material that contains any form of harmful or malicious electronic content.

The website allows interactivity, for example in request for consultation, forums and weblogs. For information on how we use information collected through these services, please read our data protection and privacy policies.

When interacting with the website you agree to contribute in a manner that befits the core values of Headstart HR Solutions Ltd. and the general behavioural expectations of the human resources profession.

Any contributions made to interactive services must:

- Be factually accurate or genuinely held (when stating beliefs and opinions)
- Be compliant with applicable law in any country from which they originate
- Not contain any material which is defamatory, obscene or offensive
- Not contain any sexually explicit material
- Not promote violence or extremism
- Not promote discrimination based on race, gender, religion, nationality, disability or sexual orientation or any other protected characteristic
- Not infringe copyright, database right or trademark of any other person or organisation
- Not promote any illegal activity
- Not be threatening, abuse or invade another's privacy, or cause annoyance, inconvenience or needless anxiety to others
- Not harass, upset, embarrass, alarm or annoy
- Not be used to impersonate any person, or to misrepresent affiliation to another person or organisation

We reserve the right to monitor activity within our interactive services. Breaches of the above will be determined at our discretion. When breaches are identified, we may take such action as we deem appropriate including: withdrawal of your right to use the website; the issue of warning of legal proceedings that may be taken against you or the disclosure of information to law enforcement authorities as we reasonably feel is necessary.

We may revise these conditions of use at any time by amending this page and related others. To ensure that you remain aware of our conditions of use, please make frequent reference to these pages. Please note that provisions detailed in these conditions of use may also be superseded by others, published elsewhere on the website.

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