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# ESTEQDAM UAE PORTAL – LEGAL NOTICE

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Please read these Terms and Conditions (“Terms”, “Terms and Conditions”) carefully before using the <http://www.esteqdam.ae> website and the Esteqdam mobile app (the “Service”) operated by Esteqdam (“us”, “we”, or “our”).

Your access to and use of the Service is conditioned on your acceptance of and compliance with these Terms. These Terms (unless specified) apply to all visitors, users and others who access or use the Service.

By accessing or using the Service you agree to be bound by these Terms. If you disagree with any part of the terms then you may not access the Service.

## **1. Description of the Services**

Esteqdam is a national portal providing complete e-commerce service to search for suitable manpower.

Esteqdam links you to manpower agencies and communicate your request online. Esteqdam is NOT a provider of manpower.

Esteqdam does not hire any workers or interfere in anyway in the recruitment process at the agencies. Esteqdam only offers to the users the facility of searching for and finding the best worker that suit their requirements and then communicate with the manpower agency to hire the requested worker through the website.

Users must understand that Esteqdam does not offer any verification over the information provided by the manpower agencies nor their compliance with applicable laws. Users can make themselves comfortable with the manpower agencies through reviews and ratings posted by other users. In addition, Esteqdam does not guarantee matching the information provided in the applications displayed on the website with what is actually provided to the users.

Esteqdam has the right to terminate any agency account with low rating and high number of complaints.

## 2. Accuracy Warning

- This site and its components are offered for informational purposes only; this site shall not be responsible or liable for the accuracy, usefulness or availability of any information transmitted or made available via the site, and shall not be responsible or liable for any error or omissions in that information. The manpower agencies are fully responsible for the accuracy of the information provided and workers' CVs uploaded.
- Every effort is made to keep the website up and running smoothly. However, Esteqdam Platform takes no responsibility for, and will not be liable for, the website being temporarily unavailable due to technical issues beyond our control.

## 3. User Responsibilities

You must:

- Protect your login details and not share them with anyone without your consent. If you suspect or know that someone else has your password, you should contact us immediately or change your password.
- By using the Service, you warrant that any personal information you provide is accurate and true and you will update any of the details when any of them change. You agree not to impersonate anyone or any other entity.
- Follow the laws and regulations of any matter related to work permits, visas and labour laws.
- Abide to the terms of the contract signed between you and the agency.
- You must not use the Service for any unlawful or unauthorized purpose, including and not limited to:
  - Using any unlawful, abusive, offensive, racist, harmful or otherwise objectionable material.
  - Using material that contain a criminal offense, results in civil liability or otherwise breaches any laws, regulations or codes of practice.
  - Interfering with any other person's use of the Service.
  - Disabling, damaging, impairing the proper working or appearance of Esteqdam or attempting to gain unauthorized access to the Service through hacking, spoofing or other such similar means.

## 4. Links to Other Websites

- Esteqdam includes hyperlinks to, and details of, third party websites.
- Esteqdam has no control over, and are not responsible for, the privacy policies and practices of third parties. Through this website you are able to link to third party websites which are not under the control of Esteqdam Platform. We have no control over the nature, content and availability of those sites. The inclusion of any links does not necessarily imply a recommendation or endorse the views expressed within them.
- The Site may contain links to other independent third-party web sites (Linked Sites). Such Linked Sites are provided solely as a convenience to our visitors, and Esteqdam Platform may discontinue such convenience at any time. Such Linked Sites are not under Esteqdam Platform control, and Esteqdam Platform is not responsible for and does not endorse any Linked Site, including any information, content or materials contained on such Linked Sites. Esteqdam Platform does not endorse companies, products or services contained in Linked Sites. You need to make your own independent judgment regarding your interaction with these Linked Sites, and if you decide to access any Linked Sites, you do this entirely at your own risk.

## **5. Legal Notice**

- Esteqdam Platform will NOT deal or provide any services or products to any of OFAC (Office of Foreign Assets Control) sanctions countries in accordance with the law of UAE.
- Multiple selection of candidates may result in multiple postings to the cardholder's monthly statement.
- The information contained in this website is for general information purposes only. The information is provided by Esteqdam Platform and while we endeavor to keep the information up to date and correct, we make no representations or warranties of any kind, express or implied, about the completeness, accuracy, reliability, suitability or availability with respect to the website or the information, products, services, or related graphics contained on the website for any purpose.
- In no event will we be liable for any loss or damage including without limitation, indirect or consequential loss or damage, or any loss or damage whatsoever arising from loss of data or profits arising out of, or in connection with, the use of this website.
- Every effort is made to keep the website up and running smoothly. However, Esteqdam Platform and its operating company in UAE, takes no responsibility for, and will not be liable for, the website being temporarily unavailable due to technical issues beyond our control.