Damia Group Ltd
Website Terms of Use

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Full Terms of Use of the Damia website

Damia (“Damia”, “we” or “us”) provide you access to https://www.damiagroup.com (the “Site”) in accordance with these Terms of Use. Please read these Terms of Use carefully before using the site. Using the site indicates that you accept these Terms of Use regardless of whether or not you choose to register with us. **If you do not accept these terms, do not use the Site**.

Where we introduce by telephone, postal mail or electronic mail any candidate for an engagement or employment with our clients the introductions shall be subject to our standard Terms of Business as applicable. These Terms of Use do not replace these terms and conditions.

Your use of this Site

You agree not to use the Site for any of the following purposes:

- To post or transmit on the Site any libellous, abusive, threatening, harmful, vulgar, obscene or otherwise objectionable material
- To post or transmit on the Site inaccurate, incomplete or false information (including in the case of candidates, biographical information about yourself and/or information about your ability to work in the United Kingdom or elsewhere)
- To post or transmit any material for which you have not obtained all necessary licences and/or approvals
- To use any device, routine or software to crash, delay, or otherwise damage the operation of this Site
- To post or transmit on the Site any material which contains any virus or other disabling device which interferes or may interfere with the operation of the Site, or which alters or deletes any information which you have no authority to alter or delete, or which overloads the Site by spamming or flooding it
- To encourage conduct that would be considered a criminal offence, give rise to civil liability, or otherwise be contrary to the law, or carry out such conduct yourself
- To take any action that affects Damia's reputation or that defames, abuses, harasses or threatens others

Damia may, acting reasonably, determine whether content complies with these requirements and reserves the right to restrict access to the Site or remove any content that it reasonably considers to be non-compliant, unlawful, or otherwise objectionable. Damia may also cooperate with law enforcement authorities, regulators, or court orders requiring the disclosure of information relating to any person who has posted content in breach of these requirements.

Security and passwords

If your use of the Site requires a password, you are solely responsible for the security and proper use of the password, which should be kept confidential at all times and not disclosed to anyone. You must notify us immediately if you believe that your password is in the possession of someone else or if it may be used in an unauthorised way. We accept no liability for any unauthorised or improper use or disclosure of any password.

Aggregate information

We may gather information and statistics collectively about all visitors to this Site. This may include information supplied by you which will help us understand our users and create a better recruitment process. We will not disclose individual names or identifying information. All data will be in aggregate form only. We believe this information helps us determine what is most beneficial for our users and how we can continually improve our online service. We may share this kind of aggregate data with selected third parties to assist with these purposes. Personal data is processed by us in accordance with our Privacy Policy**:**
https://www.damiagroup.com/privacy-policy/

Intellectual property rights

Unless otherwise stated, the copyright and other intellectual property rights in all material on this Site (including without limitation photographs and other images) are owned by Damia. You may not download, copy or print any of the pages of the Site except for your own personal use and provided you keep intact all copyright and proprietary notices. No copying or distribution for any business or commercial use is allowed. No framing, harvesting, “scraping” or other manipulation of the content of the Site is permitted. You will not attempt to decipher, disassemble, reverse engineer or modify any of the software, coding or information comprised in the Site. You will not post to the Site any material which infringes any intellectual property rights of any third party.

Changes to or unavailability of this Site

Every effort is made to keep the Site up and running smoothly and fault-free. However, we take no responsibility for, and will not be liable for, the Site being temporarily unavailable for reasons of maintenance or improvement or due to technical issues beyond our control. We may change, suspend or discontinue any aspect of the Site at any time, including the availability of any of the Site features, databases or content. Damia may amend these Terms of Use at any time by posting amended Terms of Use to the Site. You will be deemed to have agreed to the amended Terms of Use when you next use this Site following any amendment.

We may in our absolute discretion deny you access to this Site (which may include any of the services or information available through it) or any part of it at any time without explanation.

Liability and Disclaimer

The information contained on this Site is given in good faith and we use all reasonable efforts to ensure that it is accurate. However, we give no representation or warranty in respect of such information and any implied representation or warranty is excluded. Users should not rely on the information contained on this Website as professional, legal, financial or other advice. Any reliance placed on the Website or its content is strictly at the user's own risk.

Save where not permitted by law, no liability is accepted by Damia for any direct or indirect loss or damage which may arise out of any person relying on or using any information on this Site.

We do not guarantee that any employer or client will ask for a candidate’s information, or will interview or hire a candidate, or that any candidates will be available or will meet the needs of any employer or client. We make no representation or warranty as to the final terms and duration of any appointment obtained through this Site. Whilst we take all reasonable endeavours to ensure it is the case, we do not guarantee that any employer or client will keep confidential any candidate information or data provided to them.

If any provision of these Terms of Use is held to be invalid by a court of competent jurisdiction, such invalidity shall not affect the validity of the remaining provisions, which shall remain in full force and effect.

Your use of the Site and downloads from it and the operation of these Terms of Use shall be governed in accordance with the laws of England and Wales. The English courts shall have exclusive jurisdiction over any dispute arising out of the use of this website.

Termination

We may terminate your registration and/or deny you access to the site or any part of it (including any services, goods or information available on or through the site) at any time in our absolute discretion and without any explanation or notification.