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These Terms and Conditions govern your access to and use of this website. By accessing or using this website, you agree to be bound by these Terms and Conditions and by our Privacy Policy.

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You must not breach any copyright or intellectual property rights connected with this website. This includes but is not limited to:

- (a) altering or modifying any of the code or the material on this website;
- (b) causing any of the material on this website to be framed or embedded in another website; or
- (c) creating derivative works from the content of this website.

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From time to time you may be able to communicate with other users of this website and to post content on the website (User Content).

When you add User Content to this website, you:

(a) must not submit any false or defamatory content;

- (b) are solely responsible for that User Content.
- (c) warrant that you have all necessary rights to post the User Content;
- (d) grant us a perpetual, non-exclusive, royalty-free, irrevocable, worldwide and transferable right and license to use the User Content in any way and permit us to authorize any other person to use the User Content in any way; and
- (e) you consent to any act or omission which would otherwise constitute an infringement of your moral rights, and if you add any User Content in which any third party has moral rights, you must ensure that the third party consents in the same manner.

We reserve the right to amend or delete or not display any and all User Content.

We do not:

- (a) warrant the identity of any user; or
- (b) provide any guarantees in relation to the accuracy, quality or integrity of any User Content, and whilst we reserve the right to monitor all content and information exchanged via this website, we do not have any obligation to do so.

Information

Any information made available on this website, including any User Content, recommendations, statements and opinions contained on this website (Information), is for general information purposes only. The Information does not take into account your specific circumstances and any reliance you place on the Information is at your own risk. We are not responsible for any errors or omissions in the Information.

Before acting on any Information we recommend that you:

- (a) consider whether it is appropriate for your intended purposes;
- (b) carry out your own research; and

(c) seek professional advice where necessary.

You warrant that your collection, use, and provision of any Information in connection with the website complies with all applicable laws and regulations.

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You must not:

- (a) infringe the rights of any person or entity, including without limitation, their intellectual property, privacy, publicity or contractual rights;
- (b) use or attempt to use any engines, software, tools, or other mechanisms (including without limitation browsers, spiders, robots, avatars or intelligent agents) to navigate or search this website other than the commonly recognized search engine and agents, and other than generally available third party web browsers;
- (c) attempt to decipher, decompile, disassemble or reverse engineer any of the code or software comprising in or in any way making up a part of this website and;
- (d) use this website to transmit, distribute, post or submit any information concerning any other person or entity, including without limitation, photographs of others without their permission, personal contact information or credit, debit, calling card or account numbers;
- (e) use this website in connection with the distribution of unsolicited commercial email i.e. spam or advertisements;
- (f) perform any acts which will interfere with the proper working of this website;
- (g) stalk or harass any other user of this website or collect or store any personally identifiable information about any other user;
- (h) engage in any screen scarping or data acquisition or consolidation; or
- (i) advocate, encourage or assist any third party in doing any of the foregoing.

Accounts

If you open an account on this website, you are responsible for:

- (a) Providing us with accurate and complete information
- (b) keeping the username and password to your account confidential; and
- (c) all activities which occur under your account.

You must notify us immediately of any unauthorized access of your account by sending an email to support@hrhouz.com.

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We do not warrant that:

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- (b) the Information is accurate or reliable;

- (c) this website or your access to this website will be completely error free;
- (d) this website or the server which stores and transmits material to you are free of viruses or any other harmful components; or
- (e) this website will operate on a continuous basis or be available at any time.

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- (a) your access to or use of or inability to access or use this website;
- (b) any conduct or content of any other user or third party; or

(c) unauthorized access, use or alteration of your User Content.

If we are not able to exclude liability, our aggregate liability for all claims relating to this website will not exceed one hundred US dollars (or equivalent).

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You agree to defend and fully indemnify and hold us and our affiliated companies (and our officers, directors, employees and agents) harmless from and against all claims, actions, suits, demands, damages, liabilities, costs or expenses (including legal costs and expenses on a full indemnity basis), including in tort, contract or negligence, arising out of or connected to:

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- (b) any breach by you of these Terms and Conditions; or
- (c) any willful, unlawful or negligent act or omission by you.

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