

## Terms of Use

### 1. Contracting parties

- 1.1. This document states the Terms of Use under which you may use the Workmint site and the Workmint Services. These terms constitute a binding agreement between Users and Workmint AB, or other legal entity to which Workmint has transferred rights and obligations associated with the Website. By using the Services provided by Workmint Users accept these terms.

### 2. Definitions

- 2.1. The following concepts have the following significance when used with capitalized letters.

**User** – Each individual who visits the website [www.workmint.com](http://www.workmint.com) and uses its Services. The concept of User refers to an individual who has approved to have hers or his CV and other data published on the Website by a third party.

**User Account** – A login account created by the User to allow access to the Website.

**Terms of Use** – Consists of these terms and conditions including Workmint's integrity policy as well as any appendix containing lists or technical specifications etc.

**User Content** – Data, text, photographs or other material submitted, posted or displayed on the website by the User.

**Clients and Partners** – Partners and member companies who cooperate with Workmint.

**Services** – Parts, or all, Services provided to Users by Workmint.

**Website** – Workmint's website [www.workmint.com](http://www.workmint.com) including all subsequent WebPages.

**Workmint** – Workmint AB, or other legal entity to which Workmint AB has transferred

rights and obligations associated with the website.

### 3. Registration information

Users who register at Workmint will be asked to provide certain information, including, without limitation, a valid email address. Workmint may offer Services and products based on information provided by the User to a third party. Offers can be made to other countries within the European Union. Registration information will not be transferred without the prior consent from the User except for information transfers due to an explicit demand based on law or government agency regulation.

### 4. About the Services

- 4.1. The User consents to the processing of submitted information. Any processing will be carried out in accordance with the Workmint integrity policy.
- 4.2. The services are generally available twenty-four hours a day, seven days a week. However updates and maintenance work can cause downtime periods which normally occurs during office hours.
- 4.3. Workmint reserves the right to alter parts or all offered Services without prior notice to Users.
- 4.4. The User can choose to terminate her or his account on the Website and stop using the Workmint Services at any time.

### 5. User Content

- 5.1. The User admits to User Content being processed by Workmint and its Clients and Partners in accordance with the Workmint integrity policy.

- 5.2. The User admits to being contacted by Workmint or its Clients and Partners in the purpose of sharing information about services, updates and news concerning issues related to the Services provided by Workmint.
- 5.3. The User admits to being contacted by Workmint or Workmint's Clients and Partners on the basis of information already registered at Workmint, also after their User Account at Workmint have been terminated.
- 5.4. We at Workmint care about the integrity of our Users and strictly conform to applicable legislation and the recommendations concerning personal records stipulated by the Swedish Data Inspection Board.

## 6. The Workmint User Account

- 6.1. In case the User creates a User Account with associated login data the User shall choose a unique, confidential and personal password to allow access to the User Account. The right to a User Account cannot be transferred by a User.
- 6.2. The User is responsible for safekeeping User data, password and other User related information supplied by Workmint, assuring that such information does not become unlawfully transferred to a third party or is abused in any other way.
- 6.3. The User is responsible for the content in any job application and other material submitted to and via the Website.
- 6.4. Workmint reserves the right to cancel any User Account including a Users access to her or his User Account if there is reason to assume that unauthorized persons has acquired or is about to acquire access to password and a Users e-mail account. The same applies to a User for whom there is reason to assume that she or he does not conform to the Terms of Use or other instructions concerning the Services that has been issued by Workmint.

## 7. User responsibility

- 7.1. The User shall conform to applicable legislation, rules and instructions concerning the Services that have been issued by Workmint, as well as generally recognized ethical and moral values, when using Services offered by Workmint. Users may not use the Services offered by Workmint in any manner that can be perceived as offensive or cause other inconvenience to Workmint or other party. If the User becomes aware of any violation of the above stated framework the User shall notify Workmint as soon as possible.
- 7.2. The User is solely responsible for all information communicated or published using the Workmint Services. Information consists of (but is not limited to) pictures, sound, data, video and Internet links. The User is responsible for not violating any copyrights or other intellectual property rights belonging to Workmint or other when using the Workmint Services. The User is also responsible for not encouraging unlawful behaviour.
- 7.3. The User is responsible for any third party claim resulting as a direct or indirect consequence by her or his use of the Services provided by Workmint.
- 7.4. Workmint reserves the right to remove CVs and applications that violate these user terms without prior notice or compensation. Any violation of these Terms of Use gives Workmint the right to cancel the violating User immediately without being responsible for any financial compensation.

## 8. Workmint's responsibility

- 8.1. Workmint is not responsible for Material containing Internet links or banners published by Workmint's Clients or Partners. Workmint is not responsible for any copyright-infringement committed by Workmint's Customers or Partners by referring to their services.

- 8.2. Workmint is not responsible for any incorrect or offensive User Content submitted by Users and published on the Website.
- 8.3. Users can never make any claims based on failures or defects in the provided Services or on any other basis.
- 8.4. The User accepts that the quality of the provided Services depends on technical conditions such as Internet service providers and third party server- and computer performance. Workmint does not warrant that interruptions, delays and downtimes due to maintenance work etc. will not occur on the Website.
- 8.5. Workmint's financial responsibility shall during all circumstances be limited to 0,5 Swedish price base amount (prisbasbelopp). Workmint is not responsible for any consequential damages whatsoever (including, without limitation, lost profits, business interruptions or loss of data).

## 9. Amendments

- 9.1. Workmint reserves the right to revise these terms at any time and without prior notice.
- 9.2. By using her or his User Account after any amendment according to 9.1. has been carried out Users are bound by the new terms. Users should review the most current terms periodically as they constitute a binding agreement between the User and Workmint.
- 9.3. Should an amendment in the Terms of Use cause a User to cancel her or his User Account the date of the amendment is to be considered the date of termination.

## 10. Termination

- 10.1. Workmint reserves the right to revoke the User Terms with immediate effect and without prior notice.

- 10.2. The User has the right to stop using the Services provided by Workmint and terminate her or his User Account with immediate effect at any time.

## 11. Force majeure

- 11.1. Workmint is not in any way responsible for indirect or direct damage or loss or other inconvenience caused to a User resulting as a consequence of conditions beyond the reasonable control of Workmint. This includes (but is not limited to) natural disasters, state of war, labour market conflict, severe technical errors such as computer hacking, or interrupted Internet connections.

## 12. Disputes and applicable law

- 12.1. These Terms of Use shall be interpreted in accordance with Swedish law. Disputes concerning the Terms of Use shall be resolved by Stockholm's tingsrätt.