

SPAAN ZA (Pty) Ltd

Disclaimer

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1.2. Linking to SPAAN's platform via hyperlinks or framed links is prohibited without written permission.

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2.1. Downloads from the SPAAN platform are done at your own risk. SPAAN shall not be held liable for any damage caused by the download, installation, storage, or use of software or content.

2.2. While SPAAN employs state-of-the-art antivirus technology, it does not guarantee the platform is free of viruses, worms, or other harmful software and excludes liability for any disruptions caused.

3. Content

3.1. Content published on the SPAAN platform, including job listings, is in part automated and provided by third parties. SPAAN does not verify or endorse such content for legality, accuracy, or compliance with third-party rights.

3.2. SPAAN shall investigate and, if necessary, remove any listings with illegal or inappropriate content upon notification.

4. Job Listings and Applications

4.1. Users must review SPAAN's Privacy Policy before submitting personal data. SPAAN is not responsible for the use of personal information by third-party employers or recruiters after forwarding.

4.2. SPAAN advises against sharing sensitive information such as ID numbers, banking details, or credit card information unless explicitly required under secure conditions.

4.3. Users are encouraged to verify the identity of third-party employers to avoid scams or misuse of personal data.

5. Links to External Websites

5.1. SPAAN is not responsible for the content, terms of use, or privacy policies of third-party websites linked from its platform.

5.2. Users are advised to review the terms and privacy policies of linked websites before engaging with their content or services.

6. User-Submitted Content

6.1. Users must ensure that attachments or information shared with SPAAN are free from viruses or harmful software.

6.2. Users must not submit personal details containing:

- Information about health, pregnancy, ethnicity, political opinions, religious beliefs, or sexual orientation.
- Defamatory or irrelevant information not related to the intended job profile.

6.3. Content must be accurate, current, and not infringe on third-party rights or public regulations. Users indemnify SPAAN against any claims resulting from their failure to comply with this clause.

7. SPAAN's Rights

7.1. SPAAN does not guarantee uninterrupted access to its services and cannot be held liable for system outages or technical issues.

7.2. SPAAN performs regular backups but advises users to maintain their own data backups.

7.3. SPAAN reserves the right to modify, suspend, or terminate services or delete user-provided content without notice.

8. General Provisions

8.1. Users access the SPAAN platform at their own risk. SPAAN is not liable for downtime caused by technical issues or internet disruptions.

8.2. SPAAN's Privacy Policy applies in conjunction with this disclaimer and may be updated from time to time.

8.3. The invalidity of any individual provision in this disclaimer does not affect the validity of the remaining provisions.

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