

WEBSITE TERMS OF USE

We are Bond Legal Limited and we own and operate this Website.

Your use of the Website is subject to these Terms of Use.

By using the Website, you will be deemed to have accepted and agreed to be bound by these Terms of Use.

We may make changes to these Terms of Use from time to time. We may notify you of such changes by any reasonable means, including by posting the revised version of these Terms of Use on the Website. You can determine when we last changed these Terms of Use by referring to the 'LAST UPDATED' statement below.

Your use of the Website following changes to these Terms of Use will constitute your acceptance of those changes.

You are responsible for all access to the Website using your Internet connection, even if the access is by another person.

We reserve the right to restrict your access to the Website or part of it. Access to restricted areas of the Website may be subject to registration and other conditions. If we grant you permission to access a restricted area (such as our Members Area), we may withdraw that permission at any time (including where you breach any of these Terms of Use).

We will use reasonable efforts to ensure that the Website is available at all times. However, we cannot guarantee that the Website or any individual function or feature of the Website will always be available and/or error free. In particular, the Website may be unavailable during periods when we are implementing upgrades to or carrying out essential maintenance on the Website.

The intellectual property rights in the Website and all of the text, pictures, videos and other content made available on it are owned by us and our licensors. You may not print or otherwise make copies of any such content without our express prior permission.

We provide the Website on an 'as is' basis and make no representations as to the quality, completeness or accuracy of any content made available on the Website. To the maximum extent permitted by law, we expressly exclude:

Employment law and people management experts.

Bond Legal Limited is incorporated and registered in England and Wales, number: **11723699**

Registered Office: **19A The Nook, Anstey, Leicester LE7 7AZ**

VAT registration number: **349 9841 39**

- all conditions, warranties and other terms that might otherwise be implied by law into these Terms of Use; and
- any and all liability to you, whether arising under these Terms of Use or otherwise in connection with your use of the Website.

The foregoing is a comprehensive limitation of liability that applies to all damages of any kind, including (without limitation) compensatory, direct, indirect or consequential damages, loss of data, income or profit, loss of or damage to property and claims of third parties.

Notwithstanding the foregoing, nothing in these Terms of Use is intended to exclude or limit any liability that may not by law be excluded or limited, and in particular none of the exclusions and limitations in this clause are intended to limit any rights you may have as a consumer under local law or other statutory rights which may not be excluded, nor in any way to exclude or limit (website owner) liability to you for death or personal injury resulting from our negligence or that of our employees or agents.

Your permission to use the Website is personal to you and non-transferable, and you may not use the Website for commercial purposes. Your use of the Website is conditional on your compliance with the rules of conduct set forth in these Terms of Use and you agree that you will not:

- use the Website for any fraudulent or unlawful purpose;
- use the Website to defame, abuse, harass, stalk, threaten or otherwise violate the rights of others, including without limitation others' privacy rights or rights of publicity;
- impersonate any person or entity, falsely state or otherwise misrepresent your affiliation with any person or entity in connection with the Website; or express or imply that we endorse any statement you make;
- interfere with or disrupt the operation of the Website or the servers or networks used to make the Website available; or violate any requirements, procedures, policies or regulations of such networks;
- transmit or otherwise make available in connection with the Website any virus, worm, Trojan horse or other computer code that is harmful or invasive or may or is intend-ed to damage the operation of, or to monitor the use of, any hardware, software, or equipment;



- reproduce, duplicate, copy, sell, resell, or otherwise exploit for any commercial purposes, any portion of, use of, or access to the Website;
- modify, adapt, translate, reverse engineer, decompile or disassemble any portion of the Website. If you wish to reverse engineer any part of the Website to create an interoperable program you must contact us and we may provide interface data subject to verification of your identity and other information;
- remove any copyright, trade mark or other proprietary rights notice from the Website or materials originating from the Website;
- frame or mirror any part of the Website without our express prior written consent;
- create a database by systematically downloading and storing Website content; or
- use any manual or automatic device in any way to gather Website content or reproduce or circumvent the navigational structure or presentation of the Website without our ex-press prior written consent. Notwithstanding the foregoing, we grant the operators of public online search engines limited permission to use search retrieval applications to reproduce materials from the Website for the sole purpose of and solely to the extent necessary for creating publicly available searchable indices of such materials solely in connection with each operator's public online search service.

We reserve the right to revoke these exceptions either generally or in specific instances.

The Website may provide links to other websites and online resources. We are not responsible for and do not endorse such external websites or resources. Your use of third-party websites and resources is at your own risk.

We may collect and use information about you in accordance with our privacy policy which is available in the information section of our Website.

These Terms of Use are effective until terminated. We may, at any time and for any reason, terminate your access to or use of the Website. If we terminate your access to the Website you will not have the right to bring claims against us or our affiliates with respect to such termination. We and our affiliates shall not be liable for any termination of your access to the Website.



These Terms of Use will be governed by and construed in accordance with the laws of England & Wales, and the courts of England & Wales will have non-exclusive jurisdiction over any claim or dispute arising under or in connection with these Terms of Use.

LAST UPDATED: October 2023

