

Our Terms and Conditions

**On behalf of Good Jobs, The Social Equity and/or our partners and associates
– We sincerely welcome you!**

We want you to feel confident in managing your privacy and we appreciate the seriousness of the matter. This is why we have updated and will be updating our Privacy Policy and Terms of Service regularly to provide more details with regards on how we use your information and other data in any way or form.

Please kindly take the time to read and understand the Website Terms and Conditions carefully and completely. The onus is on you (the user and the public) to read, understand and be fully informed.

This includes our Privacy Policy. We respect your rights and obligations in relation to Good Jobs, The Social Equity and/or partners and associates. If you do not accept and/or in any way or manner dispute these terms, please do not use or continue to use this Website and related materials. Please do not extract information or quote any information or data sources from and within it as well. The act of using and continuingly reading and extracting information from this website clearly implies that you accept these terms and conditions at your own free will.

Good Jobs, The Social Equity and/or our partners and associates retain all rights to change, amend, edit, update, upload, link, associate, repackage, delete and remove information, visuals, data, policies and rules without any prior notice.

Kindly take careful of the following:

1. SITE ACCESS

- a. You will likely be able to access most parts of this Website and related services and offerings without having to register any details with us.
- b. However, particular areas of this Website will only be accessible if you have completed the basic registration process. Depending on situation and partnership requirements and understanding, Good Jobs, The Social Equity and/or partners and reservations reserve ALL rights to request for more fields of information and other related details as well as other inputs to be filled up completely and accurately.
- c. All rights are reserved and protected without prejudice.

2. USE OF WEBSITE

- a. You are permitted to use this website for your own purposes. Certain fields of information maybe allowed for printing and downloading.

However, there must be no modifications of any content without our prior consent.

- b. Good Jobs, The Social Equity and/or partners and associates reserve the right to reject, deny, alter and withdraw any of such liberties and/or use without any notice.
- c. Any materials on this website and related services and products must not be republished online or offline and/or in other platforms (digital and non-digital) without our explicit written permission.
- d. The full copyright and/or other intellectual property rights in all materials on this website and/or related domains are owned by Qood and/or related associates and partners. It cannot and must not be reproduced without our prior written consent.
- e. Subject to the above, no part of this website may be reproduced without our prior written permission and approvals.

3. SITE UPTIME

- a. We will take all reasonable steps to ensure that this Website is available 24 hours every day, 365 days per year.
- b. However, websites do encounter downtime or glitches due to server and technical issues; as well as other external and circumstantial issues. It maybe temporary or it may be prolonged. Such is technology and the wider environment. There is absolutely no way to ensure and guarentee anything in any manner or form. Therefore, we will not be liable if this website is unavailable at any time and/or for any prolonged period of time.
- c. This Website may be temporarily unavailable due to issues such as system failure, bugs, maintenance or repair or for reasons beyond our control or influence. Where possible we will try to update the public with prior warning of maintenance issues and troubleshooting matters; but we shall not be obliged to do so; and we will not be held liable on such lapses and/or gaps (if any) in any way, manner or form.

4. VISITOR CONDUCT

- a. With the exception of personally identifiable information, the use of which is covered under our Privacy Policy (kindly read and understand, thank you!), any material(s) you send or post to this Website shall be considered non-proprietary and not confidential.
- b. Unless you advise to the contrary we will be free to copy, disclose, distribute, package, filter, incorporate and otherwise use such material for any and all purposes in which we deem fit and necessary.
- c. When using this website you shall not post and/or send to and/or from this Website any material:
 - i. For which you have not obtained all necessary consent and approvals;
 - ii. That is discriminatory, obscene, pornographic, defamatory, liable to incite racial hatred, in breach of confidentiality or privacy,

which may cause annoyance and/or inconvenience to others, which encourages or constitutes conduct that would be deemed a criminal offence, give rise to a civil liability, or otherwise is contrary to the laws of Singapore and other international and regional communities;

- iii. Which is harmful in nature including, and without limitation, computer viruses, Trojan horses, corrupted data, and/or other potentially harmful software and/or data with sinister and malicious intent.
- iv. We will fully co-operate with any law enforcement authority and/or court order requiring us to disclose the identity and/or other details of any person and/or groups posting material(s) to this website in breach of the above stated conditions and terms.

5. LINKS TO AND FROM OTHER WEBSITES

- a. Good Jobs, The Social Equity and/or our partners and associates may provide links and/or references to other sites that may be of relevance and interest to users.
- b. Good Jobs, The Social Equity and/or our partners and associates have no control over, and is not responsible for the content on the linked sites and/or for any damage(s) you may incur from the linked sites (including any virus, spyware, malware, worms, errors, loss of data, misinformation, fake news and/or damaging material contained in the linked sites) and/or the availability of any content on the linked sites, and you hereby irrevocably waive any claim against us with respect to the linked sites and/or related actions and matters.

6. WORKING WITH AND IN PARTNERSHIP WITH THE SOCIAL EQUITY AND ALL RELATED AND OTHER PARTIES

- a. Good Jobs will be working in partnership and collaboration with The Social Equity Pte. Ltd to assist job applicant or/and job posters (including Employers, Companies, VWOs, Organisations and/or Agencies) on the platform www.goodjobs.com.sg.
 - i. The Social Equity Pte Ltd may collect information of job posters and/or job applicants from the platform as well as to contact job posters or/and job applicants for the purpose of assisting in the use of the job portal and/or areas pertaining to employment, training, skills upgrading and/or client servicing and feedback related activities. This will be done in accordance with the Personal Data Protection Act 2012 and our data protection policy.
 - ii. The Social Equity Pte. Ltd holds the final decision and rights (explicit and otherwise) to obtain, retain, use, amend, filter, package, repackage, delete, market, transfer and re-distribute all information and data obtained from the website and across all related platforms, channels and modes.

- iii. The Social Equity accepts no (ZERO) liabilities, damages, losses and/or claims in any way, manner or form with regards to conducting its objectives and using the website and its contents and information as well as other related and/or linked platforms. All rights are reserved; and subject to change without any notifications.

7. DISCLAIMER

- a. While we make every reasonable and logical effort to ensure that all Good Jobs, The Social Equity and/or partners and associates contents displayed on the site is accurate, timely and complete, it must be recognized that we provide the contents for purposes of information and do not guarantee the correctness, completeness and cohesiveness of such material on this website.
- b. Good Jobs, The Social Equity and/or partners and associates are not liable in any way, form and/or manner. Good Jobs, The Social Equity and/or partners and associates may make changes, amendments, and other actions and/or deletion to the material on this website at any time and without notice in any way, manner and/or form. The material on this website may be out-dated, or on rare occasions incorrect; and we make no commitment to ensure that such material is correct or up-to-date and relevant.
- c. It is important to note that the material and information at this website is provided without any conditions, guarantees and/or warranties of any kind, way or form. To the maximum extent permitted by law, we provide access and use of this website on the basis that we exclude all representations, warranties and conditions which but for these terms may have effect in relation to this website and/or related platforms.

8. EXCLUSION OF LIABILITY

- a. Neither we nor any other party (whether and/or not involved in producing, maintaining and/or delivering this website), shall be liable and/or responsible for any kind of loss or damage and/or risk that may result to you and/or a third party as a result of your and/or their use of our website. Such exclusion(s) shall include servicing and/or repair costs and, without limitation, any other direct, indirect and/or consequential loss, and whether in tort or contract and/or otherwise in connection with this website.
- b. Nothing in these terms shall exclude and/or limit liability for (i) death or personal injury caused by negligence (as defined by the Unfair Contract Terms Act 1977); (ii) fraud and/or deception; (iii) misrepresentation as to a fundamental matter; or (iv) any liability which cannot be excluded or limited under the Singapore Law.

9. INDEMNITY

- a. You hereby agree willingly and freely to fully indemnify and hold Good Jobs, The Social Equity and its affiliates, partners, associates and employees as well as potential clients, harmless from all claims, demands, actions, proceedings, liabilities (including statutory liability and liability to third parties), penalties, and costs (including without limitation, legal costs on a full indemnity basis), awards, losses and/or expenses, due to or arising out of:
 - b. Any use of the Site and/or any Service current and/or new;
 - c. Your connection to the Site;
 - d. Your breach of any NDA/terms and conditions of these Website Conditions;
 - e. Your violation of any rights of another person or entity; or your breach of any statutory requirement, duty or law.

10. GOVERNING LAW & JURISDICTION

- a. These Website Conditions and all matters relating to your access to, ad/or use of, this Site and the Services shall be governed by and construed in accordance with the laws of Singapore including without limitation the provisions of the Singapore Evidence Act (Chapter 97) and the Electronic Transactions Act (Cap. 88), without giving effect to any principles of conflicts of law.
- b. You hereby agree to submit to the non-exclusive jurisdiction of the Singapore courts.

Thank you sincerely and we wish you every success and goodwill in your ventures and development.