

TERMS & CONDITIONS

Introduction

These Website Standard Terms and Conditions written on this webpage shall manage your use of our website, pragmarecruits.com accessible at www.pragmarecruits.com.

These Terms will be applied fully and affect to your use of this Website. By using this Website, you agreed to accept all terms and conditions written in here. You must not use this Website if you disagree with any of these Website Standard Terms and Conditions. If you are 18 or older, you promise to us that your use of the Website won't break any laws or regulations. If you are using the Service on behalf of a company, organization, or other kind of entity, you represent to us that you have authority to bind the organization to these Terms on its behalf.

When we say "company", "we", "our", "us", "service" or "services" in this document, we are referring to Pragma Inc. and Pragma Recruits.

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Any views or opinions represented in this website are personal and belong solely to the website owner and do not represent those of people, institutions or organizations that the owner may or may not be associated with in professional or personal capacity, unless explicitly stated. Any views or opinions are not intended to malign any religion, ethnic group, club, organization, company, or individual.

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Restrictions

You are specifically restricted from all of the following:

- publishing any Website material in any other media;
- selling, sublicensing and/or otherwise commercializing any Website material;
- publicly performing and/or showing any Website material;

- using this Website in any way that is or may be damaging to this Website;
- using this Website in any way that impacts user access to this Website;
- using this Website contrary to applicable laws and regulations, or in any way may cause harm to the Website, or to any person or business entity;
- engaging in any data mining, data harvesting, data extracting or any other similar activity in relation to this Website;
- using this Website to engage in any advertising or marketing.

Certain areas of this Website are restricted from being access by you and Pragma Recruits may further restrict access by you to any areas of this Website, at any time, in absolute discretion. Any user ID and password you may have for this Website are confidential and you must maintain confidentiality as well.

Your Content

In these Website Standard Terms and Conditions, "Your Content" shall mean any audio, video text, images or other material you choose to display on this Website. By displaying Your Content, you grant Pragma Recruits a non-exclusive, worldwide irrevocable, sub licensable license to use, reproduce, adapt, publish, translate and distribute it in any and all media.

Your Content must be your own and must not be invading any third-party's rights. Pragma Recruits reserves the right to remove any of Your Content from this Website at any time without notice. You are solely responsible for any content and other material that you submit, publish, transmit, email, or display on, though, or with Pragma Recruits services.

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Throughout our site you will find links to external websites. These links are being provided as a convenience and for informational purposes only and do not imply on the part of Pragma Recruits any endorsement or guarantee of any of the organisations or information (including the right to display such information) found on their respective websites. Any comments or inquiries regarding the linked websites or their content should be directed to the owners of the other website.

External links are selected and reviewed when the page on the Pragma Recruits website is published. Although we make every effort to ensure these links are accurate, up to date and relevant, Pragma Recruits is not responsible for any of the content of external websites, or the accuracy of such content. This is because:

- Pragma Recruits does not produce them or maintain/update them
- Pragma Recruits cannot change them
- they can be changed without Pragma Recruits knowledge or agreement.
- If you come across any external links that don't work, please feel free to let us know and we will update or remove the link accordingly.

No warranties

This Website is provided "as is," with all faults, and Pragma Recruits express no representations or warranties, of any kind related to this Website or the materials contained on this Website. Also, nothing contained on this Website shall be interpreted as advising you.

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Indemnification

You hereby indemnify to the fullest extent Pragma Recruits from and against any and/or all liabilities, costs, demands, causes of action, damages and expenses arising in any way related to your breach of any of the provisions of these Terms.

Severability

If any provision of these Terms is found to be invalid under any applicable law, such provisions shall be deleted without affecting the remaining provisions herein.

Generic Disclaimer

Last updated: 21 December 2020

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