



# TERMS AND CONDITIONS

Last Updated: 20 May 2025

Last Updated: 09 June 2026

This website ("Site") is owned and operated by Icon People Recruitment Limited ("Icon People Recruitment").  
www.iconpeoplerecruitment.uk.

By accessing, browsing, using and/or submitting information through www.iconpeoplerecruitment.uk, you agree to comply with and be bound by these Terms and Conditions.

If you do not agree with these Terms and Conditions, you must not access or use this Site.

These Terms and Conditions apply exclusively to your access to and use of www.iconpeoplerecruitment.uk and do not alter the terms or conditions of any other agreement you may have with Icon People Recruitment Limited.





## 1. CHANGES TO TERMS AND CONDITIONS

Icon People Recruitment Limited has the right, in its sole discretion, to add to, remove, modify or otherwise change any part of these Terms and Conditions, including the Privacy Policy, in whole or in part, at any time.

Changes will be effective when notice of such change is posted at this Site. Please check these Terms and Conditions frequently for updates by checking the date of "Last Update" at the top of this document.

If any change is not acceptable to you, you must discontinue your use of this Site immediately. Your continued use of this Site or downloading or use of Materials from it after any such changes are posted will constitute acceptance of those changes.

## 2. CHANGES TO THIS SITE

Icon People Recruitment Limited may terminate, change, suspend or discontinue any aspect of this Site, including:

- (i) changing the availability of any features, at any time without notice or liability;
- (ii) removing, adding, modifying or otherwise changing any Materials on or from this Site; or
- (iii) imposing limits on certain features and Services or restricting your access to parts or all of this Site without notice or liability for any reason whatsoever.

Icon People Recruitment Limited reserves the right, but not the duty, in its sole discretion, to correct any errors or omissions in any portion of this Site at any time without notice.

## 3. PERMITTED AND PROHIBITED USES

The Site may be used only for lawful purposes by individuals seeking employment and career information ("Candidates"). You agree to use the Site only to send Content and receive Materials that are proper and related to the purpose of the Site.

Subject to these Terms and Conditions, Icon People Recruitment Limited grants you a non-exclusive, non-transferable, limited right to access, use and view this Site and the Materials thereon, solely for your own personal or internal company use.





You agree that you will not misuse this Site, submit false information, upload harmful files, interfere with security, use automated tools to extract data, impersonate another person or entity, post unlawful or offensive content, or use the Site for spam, fraud, or any unlawful purpose.

You are solely responsible for all actions and communications undertaken or transmitted in the course of your usage of this Site, and you agree to comply with all applicable laws.

Icon People Recruitment Limited reserves the right at all times to disclose any Content provided by you as necessary to satisfy any law, regulation or governmental request, or to edit, refuse to post, or remove any Content, in whole or in part, that in Icon People Recruitment Limited's sole discretion is objectionable or in violation of these Terms and Conditions.

#### **4. REGISTRATION AND PASSWORD**

You are responsible for maintaining the confidentiality of your registration information and password. You shall be responsible for all uses of your registration, whether or not authorized by you.

You agree to immediately notify Icon People Recruitment Limited of any unauthorized use of your registration or password.

#### **5. PROPRIETARY RIGHTS**

This Site, including all Materials, is protected by UK and worldwide copyright laws and treaty provisions.

You agree to comply with all copyright laws worldwide in your use of this Site and to prevent any unauthorized copying of the Materials.

Except as expressly provided herein, Icon People Recruitment Limited does not grant any express or implied right or license to you under any intellectual property right, including patent, trademark, copyright, trade secret, or confidential information.

The services names, company names and logos used on this Site may be trademarks, including registered trademarks of Icon People Recruitment Limited. Such names and logos may not be copied, imitated or used, in whole or in part, without the prior written consent of Icon People Recruitment Limited.





## **6. LINKS AND THIRD PARTY CONTENT**

Certain links on this Site may take you to other web sites. Icon People Recruitment Limited provides these links only as a convenience.

These linked sites are not necessarily under the control of Icon People Recruitment Limited. If you decide to visit any linked site, you do so at your own risk.

Icon People Recruitment Limited is not responsible for the contents of any linked page or any other page not under its control and makes no representation or warranty regarding any linked web sites.

## **7. AGREEMENT TO PRIVACY POLICY**

You agree to abide by Icon People Recruitment Limited's Privacy Policy, which is incorporated by reference into these Terms and Conditions.

## **8. DISCLAIMERS**

You acknowledge that any use of or reliance on this Site or any Materials shall be at your sole risk.

Icon People Recruitment Limited makes no representation or guarantee of any kind regarding the Site and/or the Materials, all of which are provided on an "AS IS" basis.

Icon People Recruitment Limited expressly disclaims all representations, warranties and conditions, including implied warranties of merchantability, non-infringement and fitness for a particular purpose.

Icon People Recruitment Limited does not guarantee that this Site will continue to operate, operate without interruptions, or be error-free.

This Site may act as a venue for recruiters or employers to post job opportunities and candidates to post CVs. Icon People Recruitment Limited does not guarantee the truth, accuracy, legality, quality, safety, or reliability of any job posting, CV, user content, third-party content, or related information.

