

# TERMS OF USE

Majra.me is an online career platform enabling organisations to attract and recruit the best talent based on factors like culture fit and match-ability.

Terms like ‘Majra’, ‘Majra.me’, ‘we’ or ‘us’ from here on refer to Majra.me as an entity, while the terms ‘Employer/s’ ‘Client’ ‘you’ and ‘your’ refer to the Employers/Users.

The Terms of Use (“TOU”) contain the terms under which we at Majra provide our services and describe how the services may be accessed and used.

Majra provides a variety of different services to both ‘Employers’ as well as ‘Job Seekers’.

Additional service-specific terms and policies (including rules and guidelines) apply to some services (Additional Terms). Those Additional Terms become a part of your agreement with us if you use those services and will be authorized separately when the service is availed. You agree to these Terms by clicking or tapping on a button indicating your acceptance of these Terms, by executing a document that references them, or by using our services. If you will be using the services on behalf of an organization, you agree to these Terms on behalf of that organization and you represent that you have the authority to do so. In such case, ‘you’ and ‘your’ will refer to that organization.

## HOW TO ACCESS AND USE MAJRA?

- To create your Employer profile, post job openings and access the job seekers database on Majra, you will have to use your unique ‘Majra Account’. You can create your account using the email address you wish to be contacted through by Majra and affiliates.
- You are solely responsible for providing accurate and complete information in your account. You are also responsible for updating the information on your profile.
- Each User will be assigned a unique ID by Majra for access to the Website. Majra may be required, from time to time, to change the ID of a User, at which time, they will immediately alert the User.
- All User IDs will reflect the User’s email address which must be either be provided by the Employer or used solely in relation to the Employer’s business. The User is to use only their ID for access to the Website and are prohibited from disclosing their ID to any other User or third party to enable them to gain access to the Website, unless they have received the express written agreement from Majra.
- In case of any unauthorized activity through your Majra account, you may immediately notify the Majra team.
- Majra also reserves the right to suspend any account that is found to violate our terms of use, post inappropriate or offensive content or breach the Privacy and Copyright terms.
- You would receive access to Majra’s Platform and Database of Jobseekers.
- Majra holds no responsibility on behalf of Job Seekers beyond the point of access to the database.
- Majra would be responsible for the maintenance of the Platform and Website in case of any technical errors.
- Majra will make commercially reasonable efforts to block any Content within the Service that contains virus’s detection software and will use reasonable skill and care at all times in generating and publishing the Content and provide each User with access to the Service.
- Majra would provide all the necessary support to access the Service and ensure quick and efficient problem solving.
- You would be appropriately informed in case of any changes or updates to the Platform and be availed any additional services or features introduced based on the terms of subscription.

## **MAJRA'S COPYRIGHTS**

- Majra.me services are heavily based on the content we create and provide, be it company information, job seekers' profiles or 'Majra Feed' content, including, but not limited to pictures, videos and written posts. As such, any distribution or imitation of any content on the platform without due citations is prohibited and consequential by law.
- Any use of Majra's branding and design elements without receiving authorized consent is prohibited and is a violation of our copyrights.
- Information submitted by Employers like the profile content, job descriptions, etc. which are specific to Majra.me may not be distributed through third party sources by the Employer.

## **USERS' PRIVACY**

- Any and all content (company profile, images, videos, etc.) you have added, created, uploaded, submitted, distributed, or posted on Majra.me is your sole responsibility.
- You are responsible for ensuring that any content submitted by you does not breach any copyright policies and is accurate and appropriate. In case of any violations Majra.me reserves the right to un-publish any such content without prior notice.
- You retain ownership of all of your intellectual property rights in your content (design, photographs, videos, written content, etc.). Majra.me may not share any of your content without prior consent.
- Majra will not claim ownership over any of your Content, however we might share it to demonstrate the quality of Employers on the platform. You will be fully credited in that case and referenced.
- Majra.me may identify you as a user on the website and on other promotional materials.
- Majra.me is not liable in case of any third party violations of your copyright policies.

## **PAYMENT TERMS**

- All Majra.me fees and charges are quoted and billed in Bahraini Dinars (BHD) unless otherwise specified.
- Majra.me uses an automated payment processing system that accepts credit card and debit cards.
- The payments are to be charged per transaction through the third payment payment gateway.
- The payments may be subject to any additional taxes if and when applicable.
- Prices may be subject to change, however, users would be notified of any changes to her existing services prior to the changes.
- Invoices for all Majra.me services can be found by logging into your account control panel.

## **REFUND POLICY**

- Once a transaction is complete, it would be non-refundable and non-transferable.

## **INDEMNITY**

- Majra.me disclaims—in full—any liability in relation to your financial information and you hereby agree that we shall have no liability to you in respect of any financial information or data that you may transmit to us.

## **LINKS TO THIRD PARTY WEB SITES**

- Majra.me may contain links to third party web sites or services that are not owned or controlled by Majra. Majra.me has no control over, and assumes no responsibility for, the content, privacy policies, or practices of any third party web sites or services.

- Majra shall not be responsible or liable, directly or indirectly, for any damage or loss caused or alleged to be caused by or in connection with use of or reliance on any such content, goods or services available on or through any such web sites or services.

## **CHANGES AND UPDATES TO THE TERMS**

- We may amend, change or update and publish these Terms from time to time, and it is your responsibility to check these terms for any amendments.

- If you do not agree to the new Terms, you must immediately cease using our Content, Platform, and Services.

## **CONTACT US**

If you have any queries regarding the Terms of Use and the Privacy policies, please contact us at [hello@majra.me](mailto:hello@majra.me)