

Terms & Conditions

Overview

Voxx Recruitment Pty Ltd is a privately owned Australian recruitment and talent solutions business. The company was built with the objective to make a positive difference in the lives of everyday people looking to advance their career aspirations. Voxx Recruitment is committed in partnership to the businesses we serve and the professionals we represent.

Terms of Use

The Terms & Conditions detailed below govern your use of service with Voxx Recruitment. By using our services, including your use of this website and the Voxx Portal, you accept these Terms & Conditions and agree to comply with them. If you do not agree to these terms of use, you must not use our services.

Please read these Terms & Conditions diligently before you begin using our website. We recommend you print a copy for your future reference.

Parties to this Agreement

The parties entering into this legally binding agreement are:

The Voxx Recruitment entity and all companies connected with us. The terms 'Voxx Recruitment,' 'Voxx,' 'Us,' 'We,' and 'Our' may be used interchangeably to represent the entity.

Individuals who intend to utilise our services for job seeking or recruitment purposes. The terms 'You,' 'Your,' 'Candidate', 'Client' may be used interchangeably to represent those who engage with our website or online portal.

If you are accepting the Terms & Conditions and are using the Voxx Recruitment services on behalf of a company, organisation, or other legal entity, you agree that you represent and are authorised to do so because you have the authority to bind such entity to these Terms & Conditions.

Each Party acknowledges that in entering into this Agreement it does not rely on any representation, warranty, conditions, or other assurance of another Party that is not set out in these Terms & Conditions.

Use of Our Services

You may use this website for lawful purposes when seeking employment or finding workplace talent solutions. In no circumstances are you to undermine the security of the website or any information submitted to it. You are solely responsible for any information submitted by you to this website. You are responsible for ensuring the information supplied by you is accurate, not misleading, or likely to mislead or deceive, and that it is not discriminatory, offensive, defamatory, or otherwise illegal in breach of any applicable legislation, regulations, guidelines, or codes across Australian jurisdictions. You are also responsible for ensuring that all information submitted by yourself, including data and files, are free from viruses or other software that may interfere with the integrity of this website.

You may use our services if you agree to always act in good faith towards us and our customers, provide information we reasonably request to the extent that our recruitment services apply, and not divulge any of our information that may be capable of being confidential in nature or is the intellectual property relating of our business.

Your Shared Content

When you share content with Voxx Recruitment, you provide the entity with a non-exclusive royalty-free license to collect, use, hold and disclosure the data in accordance with our Privacy Policy which is available on our website. The rights you provide us to utilise your content are limited solely for recruitment purposes within the entity and its associated subsidiaries. This license continues until this agreement is terminated or until such time that we are legally required to retain the data to meet any statutory, regulatory, or other legal body obligations we might have to you or another party.

We will use the information supplied by you, including and without limitation, sensitive personal data, to assist in the recruitment process and related administrative functions. This involves, amongst other things, processing and storing information, personal data, and sharing such information to prospective employers and clients. We use third parties to help us process your information as part of the recruitment process. We may collect and utilise the information supplied by you to help us understand and improve user experience to provide a better recruitment service. For more information on how we collect, use, hold and disclosure your personal information, see our Privacy Policy available on our website.

Voxx Recruitment does not hold the intellectual property rights over the data and material that you share. You are responsible for ensuring the data shared with us is correct, accurate and updated. You must inform us of any changes to information you have shared with us.

Our Intellectual Property Rights

Voxx Recruitment are the owners and licensee of all Intellectual Property available on this website. These materials are protected under Australian and International copyright, software, and trademark legislation. All such rights are reserved.

You may print and download extracts of any page(s) from our website for your personal use and to draw the attention of others within your business to the content posted on our website. You must not modify the hard or digital copies of any materials you have printed or downloaded from the website. You must not utilise any images, video, or audio tracks separately from the accompanying text. Our ownership of the materials on our website must always be acknowledged. Copying of the content and materials on this website for business or commercial use is strictly prohibited. This includes all efforts to interpret, disassemble, reverse engineer, or modify the software or information available from the website.

If these terms are breached, your right to our website will be terminated and you must destroy all copies of the material you had made immediately.

Website Content & Amendments

We may amend our website's content occasionally. Please be aware that the content on our website may be outdated at any given time, and we are under no obligation to amend it. We do not guarantee that the content on our website will be free from inaccuracies or omissions.

Whilst we make every effort to ensure the information provided on the website is accurate and updated, some of the information is supplied by third parties and we are not able to confirm its accuracy. We are not responsible for any liability arising from inaccuracies or omissions of the information displayed on our website.

Website Interruptions

We do not guarantee that our website will always be available or uninterrupted. The website may be suspended, discontinued, or changed without prior notice. Access is permitted on a temporary basis. We are not liable to you if, for any reason, our website becomes unavailable. We do not guarantee that our website, or any of the content on it, will always be available.

Links to External Websites

Our website includes links to other external websites that may be of interest to you. We are not responsible for any content supplied by those websites. The owners of those websites may not have any connection, commercial or otherwise, with us.

Terms of Business

Our Terms of Business will be applicable under each employment assignment or placement arising from an introduction made by Voxx Recruitment. All prospective employers and clients for whom we provide our recruitment services and arrange assignments or placements will be provided with a copy of the Terms of Business applicable to them.

Security and Passwords

When you register or sign into this website, you will need to use a username and password for your unique access. You are responsible for the security of the password and use of the account. These details must be kept confidential. If you believe your security details have been compromised, you must notify us immediately. We are not responsible for any liability arising from the unauthorised or improper use of your personal log in details.

Termination

You may end your legal agreement with Voxx Recruitment by emailing us at contact@voxxrecruitment.com.au. We request 30 days written notice. Please be aware that if you request to terminate your agreement and you have previously been a contractor of Voxx Recruitment,

we may be obligated to retain information relating to the contract for a period. All other personal information will be removed from our database.

Voxx Recruitment reserves the right to terminate your access to our services for any reason, including, without limitation, if we have good reason to believe your use to be unacceptable, or in the event of any breach by you of these Terms & Conditions. We shall be under no obligation to provide notice prior to termination if we deem it necessary and appropriate to do so.

Disclaimer

If a law does not allow certain disclaimers these will not apply to you. We exclude liability for any loss or damage, whether in contract, tort, statutory duty, or otherwise, whether reasonably foreseeable, arising under or in connection with Voxx Recruitment services. This includes:

- a) use of, or inability to use, our website; or
- b) use of, or dependence on any, content presented on our website.
- c) if you are a business user, please note that, we will not be liable for:
 - i) loss of profits, sales, business, or revenue;
 - ii) business interruption;
 - iii) loss of anticipated savings;
 - iv) loss of business opportunity, goodwill or reputation; or
 - v) any indirect or consequential loss or damage.

To the extent allowed by law, Voxx Recruitment disclaims all implied warranties and representations, or other terms that may apply to our services or any of the material on it or provided by you. This includes warranties of merchantability, satisfactory quality, fitness for a particular purpose, accuracy of data, loss of data and noninfringement. We will not be liable for any loss or damages resulting from a virus, distributed denial-of-service attack, or other technologically harmful material that may infect your technology equipment resulting from use of our website.

Voxx Recruitment will hold no liability for a breach of the Terms & Conditions caused by circumstances beyond the entity's reasonable control.

Term Amendments

We may amend these Terms & Conditions occasionally. Please review this page periodically to confirm whether any changes have been made to the Terms & Conditions. We will make reasonable efforts necessary to notify you of any changes. Changes will become effective immediately.

Additional Relevant Terms

Our Privacy Policy applies to your use of Voxx Recruitment services. The Privacy Policy ensures the protection of personal information in accordance with the Privacy Policy Act 1988 and the Australian Privacy Principles. It describes what information we may collect, hold, use and/or share. By using Voxx Recruitment services you agree to accept our Privacy Policy.

Our Privacy Policy is available on our website.

Miscellaneous

The Terms & Conditions are governed and construed in accordance with Australian laws. All parties to this agreement agree that the Australian Judiciary will have exclusive jurisdiction to settle any disputes arising out of or in connections with Voxx Recruitment services. If a court of law finds any provision of these Terms & Conditions to be invalid or unenforceable, such provisions will be excluded and the remainder of the agreement will remain applicable in full force and effect.

Registered Entity

Voxx Recruitment Pty Ltd ABN 36 662 820 082.