



Terms of Service

Effective Date: [Insert Date]

These Terms of Service govern your use of the EIR Recruitment platform, website, and related services operated by EIR Labour Hire Pty Ltd ("EIR", "we", "us", or "our").

By accessing or using our platform, you agree to these Terms.

1. Services

EIR provides recruitment, job publishing, candidate application, and related hiring services through its websites, software, and connected third-party platforms.

2. Eligibility

You must be at least 18 years old and legally able to enter into binding agreements to use our services. If you use the platform on behalf of a business, you confirm you are authorised to bind that business to these Terms.

3. Account Use

You are responsible for maintaining the confidentiality of your account credentials and for all activity under your account. You must provide accurate and current information.

4. Acceptable Use

You must not:

- use the platform for unlawful, misleading, fraudulent, or discriminatory purposes



- post inaccurate, deceptive, offensive, or infringing content
- interfere with the security or operation of the platform
- attempt to gain unauthorised access to systems, accounts, or data
- use the platform to breach employment, privacy, advertising, or anti-discrimination laws

5. Job Content and User Content

You are responsible for any content you submit, publish, upload, or distribute through the platform, including job ads, images, videos, links, and application data.

You grant EIR a non-exclusive, worldwide, royalty-free licence to host, use, reproduce, publish, and distribute that content for the purpose of operating and promoting the services.

6. Compliance

You agree that all job advertisements, recruitment activity, and related communications published through the platform will comply with applicable laws, regulations, platform rules, and advertising requirements, including employment and anti-discrimination laws.

7. Third-Party Platforms

The platform may connect to third-party services such as Facebook, Meta Ads, Indeed, SEEK, and other job or advertising channels.

EIR is not responsible for:

- the availability of third-party services
- third-party policy changes
- third-party approval, rejection, suspension, or removal of ads or posts
- costs, performance, or results generated through third-party platforms



8. Fees and Charges

Where applicable, you agree to pay all fees, advertising spend, service charges, and taxes associated with your use of the services. Third-party advertising charges remain your responsibility unless expressly agreed otherwise.

9. No Guarantee

EIR does not guarantee:

- candidate quality
- hiring outcomes
- advertising performance
- uninterrupted platform availability
- approval of content by third-party platforms

10. Intellectual Property

All intellectual property in the platform, software, branding, design, and related materials belongs to EIR or its licensors. You must not copy, modify, reverse engineer, or exploit the platform except as permitted by law or with written approval.

11. Privacy

Your use of the platform is also governed by our Privacy Policy at:

[Insert Privacy Policy URL]

12. Suspension and Termination

We may suspend or terminate access at any time if we believe you have breached these Terms, created risk for us or others, or where required by law or third-party platform rules.



13. Disclaimers

The services are provided on an "as is" and "as available" basis. To the maximum extent permitted by law, EIR disclaims all warranties, express or implied, including fitness for a particular purpose, merchantability, and non-infringement.

14. Limitation of Liability

To the maximum extent permitted by law, EIR will not be liable for any indirect, incidental, special, consequential, or loss of profit, revenue, business, opportunity, data, or goodwill arising from or related to the use of the services.

Where liability cannot be excluded, EIR's liability is limited to the resupply of the services or the amount paid for the relevant services, at our option.

15. Indemnity

You agree to indemnify and hold harmless EIR, its officers, employees, and contractors from claims, losses, liabilities, damages, and expenses arising from your content, your use of the services, or your breach of these Terms.

16. Changes to These Terms

We may update these Terms from time to time. Updated Terms take effect when published on our website or platform.

17. Governing Law

These Terms are governed by the laws of [Insert State/Territory], Australia. The courts of that jurisdiction have non-exclusive jurisdiction.

18. Contact

EIR Labour Hire Pty Ltd
Sydney | Brisbane | Adelaide



If you have questions about these Terms, contact:

EIR Labour Hire Pty Ltd

[Insert Business Address]

[Insert Contact Email]

[Insert Contact Phone]