

## TERMS AND CONDITIONS

### 1. Introduction

These Website Standard Terms and Conditions (these “Terms” or these “Website Standard Terms and Conditions”) contained herein on this webpage, shall govern your use of this website, including all pages within this website (collectively referred to herein below as this “Website”). These Terms apply in full force and effect to your use of this Website and by using this Website, you expressly accept all terms and conditions contained herein in full. You must not use this Website if you have any objection to any of these Website Standard Terms and Conditions.

### 2. Intellectual Property Rights

Other than the content you own, which you may have opted to include on this Website, under these Terms, North Coast Labour Consultants and/or its licensors own all rights to the intellectual property and material contained in this Website, and all such rights are reserved.

### 3. Restrictions

You are expressly and emphatically restricted from all of the following:

1. publishing any Website material in any media;
2. selling, sublicensing and/or otherwise commercializing any Website material;
3. publicly performing and/or showing any Website material;
4. using this Website in any way that is, or may be, damaging to this Website;
5. using this Website in any way that impacts user access to this Website;
6. using this Website contrary to applicable laws and regulations, or in a way that causes, or may cause, harm to the Website, or to any person or business entity;
7. engaging in any data mining, data harvesting, data extracting or any other similar activity in relation to this Website, or while using this Website;
8. using this Website to engage in any advertising or marketing;
9. Certain areas of this Website are restricted from access by you and North Coast Labour Consultants may further restrict access by you to any areas of this Website, at any time, in its sole and absolute discretion. Any user ID and password you may have for this Website are confidential and you must maintain confidentiality of such information.

### 4. 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. With respect to Your Content, by displaying it, you grant North Coast Labour Consultants a non-exclusive, worldwide, irrevocable, royalty-free, sublicensable license to use, reproduce, adapt, publish, translate and distribute it in any and all media.

## **5. No warranties**

This Website is provided “as is,” with all faults, and North Coast Labour Consultants makes no express or implied representations or warranties, of any kind related to this Website or the materials contained on this Website. Additionally, nothing on this Website shall be construed as providing consultation or advice to you.

## **6. Limitation of liability**

In no event shall North Coast Labour Consultants, nor any of its officers, directors and employees, be liable to you for anything arising out of or in any way connected with your use of this Website, whether such liability is under contract, tort or otherwise, and North Coast Labour Consultants, including its officers, directors and employees shall not be liable for any indirect, consequential or special liability arising out of or in any way related to your use of this Website.

## **7. Indemnification**

You hereby fully indemnify North Coast Labour Consultants from and against all liabilities, costs, demands, causes of action, damages and expenses (including reasonable attorney’s fees) arising out of or in any way related to your breach of any of the provisions of these Terms.

## **8. Severability**

If any provision of these Terms is found to be unenforceable or invalid under any applicable law, such unenforceability or invalidity shall not render these Terms unenforceable or invalid, and such provisions shall be deleted without affecting the remaining provisions herein.

## **9. Variation of Terms**

North Coast Labour Consultants is permitted to revise these Terms at any time as it sees fit, and by using this Website you are expected to review such Terms regularly to ensure you understand all terms and conditions governing use of this Website.

## **10. Assignment**

North Coast Labour Consultants shall be permitted to assign, transfer, and subcontract its rights and/or obligations under these Terms without any notification or consent required. However, you shall not be permitted to assign, transfer, or subcontract any of your rights and/or obligations under these Terms.

## **11. Entire Agreement**

These Terms, including any legal notices and disclaimers contained on this Website, constitute the entire agreement between North Coast Labour Consultants and you concerning your use of this Website and supersede all prior agreements and understandings to the same.

## **12. Governing Law & Jurisdiction**

These Terms will be governed by and construed under the laws of the Republic of South Africa, and you submit to the non-exclusive jurisdiction of the state and federal courts located in South Africa for the resolution of any disputes.