

1. About the Website

- 1.1. Welcome to www.chiefhr.com.au (**Website**). The Website is operated by Chief HR Australia Pty Ltd (ABN: 28 675 096 929) (**Chief HR**).
- 1.2. The Website provides you with an opportunity to browse the site and Chief HR's services, membership (**Membership**) and articles shared from time to time (collectively referred to as **Content**).
- 1.3. Access to and use of the Website or the Content is provided by Chief HR. Please read these terms and conditions (**Terms**) carefully. By using, browsing and/or reading the Website, this signifies that you have read, understood and agree to be bound by the Terms. If you do not agree with the Terms, you must cease using the Website immediately.
- 1.4. Chief HR reserves the right to review and change any of the Terms by updating this page at its sole discretion. Before you continue, we recommend you keep a copy of the Terms for your records.

2. Acceptance of the Terms

You accept the Terms by remaining on the Website.

3. Information Disclaimer

- 3.1. Any information, advice, content or documentation provided on the Website, through the Content or the Membership (including through the member portal), social media accounts, or on any other related platform do not constitute professional, financial, business or other advice, and are provided for general information and guidance purposes only.
- 3.2. All care is taken in the preparation of the information and published materials on the Website, through the Content or the Membership (including through the member portal), social media accounts or on any other related platform. Chief HR does not make any representations or give any warranties about its accuracy, reliability, completeness or suitability for any particular purpose.
- 3.3. To the extent permissible by law, Chief HR will not be liable for any expenses, losses, damages (including indirect or consequential damages) or costs that might be incurred as a result of the information being inaccurate or incomplete in any way and for any reason or your reliance on the information, advice or documentation on the Website, through the Membership, Content, social media accounts or on any other related platform.

4. Copyright and Intellectual Property

- 4.1. The Website, the Membership and all of the Content of Chief HR are subject to copyright. The material on the Website is protected by copyright under the laws of Australia and through international treaties. Unless otherwise indicated, all rights (including copyright) in the Content and compilation of the Website (including but not limited to text, graphics, logos, button icons, video images, audio clips, Website, code, scripts, design elements and interactive features) are owned or controlled for these purposes and are reserved by Chief HR or its contributors.
- 4.2. All trademarks, service marks and trade names are owned, registered and/or licensed by Chief HR, which grants to you a worldwide, non-exclusive, royalty-free, revocable license to:
 - use the Website pursuant to the Terms;
 - copy and store the Website and the material contained in the Website in your device's cache memory; and
 - print pages from the Website for your own personal and non-commercial use.
- 4.3. Chief HR does not grant you any other rights whatsoever in relation to the Website or the Content. All other rights are expressly reserved by Chief HR.
- 4.4. Chief HR retains all rights, title and interest in and to the Website and all related Content. Nothing you do on or in relation to the Website will transfer any:
 - business name, trading name, domain name, trade mark, industrial design, patent, registered design or copyright, or
 - a right to use or exploit a business name, trading name, domain name, trade mark or industrial design, or
 - a thing, system or process that is the subject of a patent, registered design or copyright (or an adaptation or modification of such a thing, system or process), to you.
- 4.5. You may not, without the prior written permission of Chief HR and the permission of any other relevant rights owners: broadcast, republish, up-load to a third party, transmit, post, distribute, show or play in public, adapt or change in any way the Content for any purpose, unless otherwise provided by these Terms. This prohibition does not extend to materials on the Website, which are freely available for re-use or are in the public domain.

5. Privacy

Chief HR takes your privacy seriously and any information provided through your use of the Website and/or Membership are subject to Chief HR's Privacy Policy, which is available on the Website.

6. General Disclaimer

- 6.1. Nothing in the Terms limits or excludes any guarantees, warranties, representations or conditions implied or imposed by law, including the Australian Consumer Law (or any liability under them) which by law may not be limited or excluded.
- 6.2. Subject to this clause, and to the extent permitted by law:
- all terms, guarantees, warranties, representations or conditions which are not expressly stated in the Terms are excluded; and
 - Subject to applicable Consumer Guarantees under the Australian Consumer Law, Chief HR will not be liable for any special, indirect or consequential loss or damage, loss of profit or opportunity, or damage to goodwill arising out of or in connection with the Website or these Terms (including as a result of not being able to use the Website), whether at common law, under contract, tort (including negligence), in equity, pursuant to statute or otherwise.
- 6.3. Use of the Website and the Content is at your own risk. Everything on the Website and the Content is provided to you "as is" and "as available" without warranty or condition of any kind. None of the affiliates, directors, officers, employees, agents, contributors and licensors of Chief HR make any express or implied representation or warranty about the Website or any Content referred to on the Website. includes (but is not restricted to) loss or damage you might suffer as a result of any of the following:
- failure of performance, error, omission, interruption, deletion, defect, failure to correct defects, delay in operation or transmission, computer virus or other harmful component, loss of data, communication line failure, unlawful third party conduct, or theft, destruction, alteration or unauthorised access to records;
 - the accuracy, suitability or currency of any information on the Website, the Content (including third party material);
 - costs incurred as a result of you using the Website or the Content; and
 - the Website or operation in respect to links which are provided for your convenience.

7. Third Party Services

The Website may integrate, be integrated into, or be provided in connection with third-party websites, services, content, and/or materials (**Third-Party Services**). Chief HR does not control any Third-Party Services. Chief HR additionally makes no claim or representation regarding the Third-Party Services and accepts no responsibility for the quality, content, nature, or reliability of Third-Party Services accessible from the Website, applications or software. There is no implied affiliation, endorsement, or adoption by you of these Third-Party Services and Chief HR will not be responsible for any content provided on or through these Third-Party Services. You should read the terms of use and legal Agreements that apply to these Third-Party Services.

8. Limitation of liability

- 8.1. Chief HR's total liability arising out of or in connection with the Website or these Terms, however arising, including under contract, tort (including negligence), in equity, under statute or otherwise, will not exceed the resupply of the Content on the Website.
- 8.2. You expressly understand and agree that Chief HR, its affiliates, employees, agents, contributors and licensors will not be liable to you for any direct, indirect, incidental, special consequential or exemplary damages which may be incurred by you, however caused and under any theory of liability. This will include, but is not limited to, any loss of profit (whether incurred directly or indirectly), any loss of goodwill or business reputation and any other intangible loss.

9. User Generated Content

- 9.1. If you choose to contribute any content to the Website or any other platform operated by Chief HR (including the member portal), you are solely responsible for it. This includes comments, reviews, tweets, posts, photos, pictures, images, videos, materials or other user-generated content or information (**Your Content**).
- 9.2. By contributing content to the Website, you grant Chief HR a royalty-free, non-exclusive license to use Your Content in any way that it chooses. This may include the use of your photos or video on other parts of the Website, advertising, promotions or social media accounts held by Chief HR.
- 9.3. Additionally, if you post your Content with any personal information including identifying information such as location or name, you agree Chief HR can use that information with Your Content for advertising and promotional purposes, or any other business purpose.
- 9.4. You confirm you own or have the right to use any copyright material included in Your Content (including replies to Chief HR social media posts, reviews, music, photos, quotes and excerpts of audio or video), that you have permission of anyone appearing or performing in Your Content and that you are not infringing any third-party rights by submitting the content to Chief HR. You also confirm you have, where appropriate, sought the consent of the parent or guardian of any person under the age of 18 who is featured in Your Content.
- 9.5. Please ensure you keep your own copies of Your Content as Chief HR may not archive, store or back-up Your Content nor continue to make Your Content accessible online.
- 9.6. Chief HR will endeavour to provide you with an appropriate credit when using Your Content on Chief HR platforms, though you understand and agree this may not always be possible.
- 9.7. Chief HR reserves the right to remove Your Content at any time. Your Content must not be malicious, libelous, false, inaccurate, threatening, abusive, obscene, defamatory or racially, sexually, religious or otherwise objectionable and offensive.

10. Mailing List Registration

- 10.1. You may be given the option to register for the Chief HR Mailing List (**Mailing List**).
- 10.2. As part of the registration process, you may be required to provide personal information about yourself (such as identification or contact details), including your name and email address.
- 10.3. If you choose to register for the Mailing List you agree to receive promotional material, updates and other content from Chief HR.

11. Indemnity

- 11.1. You agree to indemnify Chief HR, its affiliates, employees, agents, contributors, third party content providers and licensors from and against the following, except where caused by Chief HR's negligence or breach of these Terms:
 - all actions, suits, claims, demands, liabilities, costs, expenses, loss and damage (including legal fees on a full indemnity basis) incurred, suffered or arising out of or in connection with Your Content;
 - any direct or indirect consequences of you accessing, using or transacting on the Website or attempts to do so; and/or
 - any breach of the Terms.

12. Venue and Jurisdiction

In the event of any dispute arising out of or in relation to the Website, you agree that the exclusive venue for resolving any dispute will be in the courts of Victoria, Australia.

13. Governing Law

The Terms are governed by the laws of Victoria, Australia. Any dispute, controversy, proceeding or claim of whatever nature arising out of or in any way relating to the Terms will be governed pursuant to the laws of Victoria, Australia.

14. Independent Legal Advice

Both parties acknowledge and agree that the provisions of the Terms are fair and reasonable and both parties have had the opportunity to obtain independent legal advice.

15. Severance

If any part of these Terms is found to be void or unenforceable by a court of competent jurisdiction, that part will be severed and the rest of the Terms will remain in force.