

## Terms of Use

Last updated: February 2026

These Terms of Use (“Terms”) apply to your access to and use of the Dino Talent Solutions website (“Website”). By accessing or using this Website, you agree to these Terms.

If you do not agree, do not use the Website.

### 1) About us

DINO Talent Solutions PTY LTD (“we”, “us”, “our”) operates this Website from Sydney, NSW, Australia.

### 2) Relationship between these Terms, the Privacy Policy, and Disclaimer

**Privacy:** Our collection and handling of personal information is governed by our **Privacy Policy**.

**Website information and reliance:** The use of Website content and limitations regarding reliance/outcomes are covered by our **Disclaimer**.

**Priority:** If there is any inconsistency about privacy/personal information, the **Privacy Policy prevails**. For all other Website use matters, these Terms apply.

### 3) Eligibility and acceptable use

You agree that you will not:

- misuse the Website or attempt to access systems or data you are not authorised to access
- interfere with the Website’s security or operation (including introducing malware)
- scrape, harvest, or collect data from the Website without our written permission
- submit false, misleading, or unlawful information via our forms
- use the Website in a way that infringes anyone’s rights or breaches any law.

We may suspend or block access if we reasonably believe you have breached these Terms or to protect the Website and users.

### 4) Website forms and submissions (clients and candidates)

When you submit a form (client enquiry/hiring request or candidate registration), you agree that:

- you are authorised to provide the information submitted
- the information you provide is accurate to the best of your knowledge
- we may use submitted information for recruitment and related business purposes as described in our **Privacy Policy**.

**Important:** Submitting a form does not create a contract for services or guarantee any outcome (see our **Disclaimer**).

### 5) No guarantee of outcomes

Recruitment outcomes depend on many factors (role requirements, candidate availability, market conditions, client decisions). We do not guarantee interviews, hiring, placement, or candidate availability. This is also set out in our **Disclaimer**.

### 6) Intellectual property

All content on this Website (including text, graphics, logos, and layout) is owned by or licensed to DINO Talent Solutions, unless stated otherwise.

You may view and print Website content for personal or internal business use only. You must not reproduce, distribute, sell, or modify Website content without our prior written consent.

### 7) Third-party links and services

The Website may link to third-party sites or services. We do not control them and are not responsible for their content, availability, security, or privacy practices. Your use of third-party sites is at your own risk (see our **Disclaimer**).

### 8) Availability and changes

We may change, suspend, or withdraw any part of the Website at any time. We do not promise that the Website will always be available, uninterrupted, or error-free.

**9) Limitation of liability**

**To the maximum extent permitted by law:** We exclude liability for loss or damage arising from your use of (or inability to use) the Website, including reliance on Website information, interruptions, errors, or third-party links.

**Australian Consumer Law:** Nothing in these Terms excludes, restricts, or modifies any consumer guarantee, right, or remedy that cannot legally be excluded under the **Australian Consumer Law** or other applicable law. Where liability cannot be excluded, it is limited to the maximum extent permitted by law.

**10) Indemnity**

To the maximum extent permitted by law, you agree to indemnify us for loss or damage we suffer arising from your breach of these Terms, your misuse of the Website, or unlawful submissions you make via the Website.

**11) Dispute resolution**

If a dispute arises, you agree to first contact us and allow a reasonable opportunity to resolve the issue in good faith.

**12) Governing law and jurisdiction**

These Terms are governed by the laws of **New South Wales, Australia**. You submit to the non-exclusive jurisdiction of the courts of NSW.

**13) Contact**

For questions about these Terms, contact:

**DINO Talent Solutions PTY LTD** (Sydney, NSW, Australia)

**Email:** info@dinotalents.com.au