

Website Terms & Conditions

Policy Owner: Director

Approved By: Director

Effective Date: 02/07/2026

Review Frequency: Every 12 months

Next Review Date: 02/07/2027

Version: 1.0

Purpose

These Website Terms & Conditions govern your access to and use of the Redian Recruitment website at **www.redianrecruitment.com.au** ("Website"). By accessing or using our Website, you agree to comply with these Terms & Conditions.

These Terms are designed to ensure that our Website is used appropriately while protecting the rights of Redian Recruitment Pty Ltd ("Redian Recruitment", "we", "our" or "us") and our users. These Terms should be read together with our Privacy Policy.

Scope

These Terms & Conditions apply to all visitors, users, candidates, clients and any other individuals or organisations accessing or using the Redian Recruitment Website.

1. Acceptance of Terms

By accessing or using this Website, you acknowledge that you have read, understood and agree to be bound by these Terms & Conditions.

If you do not agree with these Terms, you should discontinue use of the Website immediately.

2. About Redian Recruitment

This Website is owned and operated by **Redian Recruitment Pty Ltd (ABN 17 697 326 088)**.

The Website has been developed to provide information about our recruitment services, employment opportunities and other related business activities.

3. Website Information

The information published on this Website is provided for general information purposes only.

While we make reasonable efforts to ensure that the information is accurate and up to date, we do not warrant or guarantee that the information is complete, accurate or suitable for your particular circumstances.

Nothing contained on this Website constitutes employment, legal, financial or professional advice.

Users should obtain independent advice where appropriate.

4. Recruitment Services

Submitting your resume, registering with Redian Recruitment or applying for a position through this Website does not guarantee:

- Employment;
- An interview;
- Introduction to a client;
- Placement with an employer; or
- Ongoing employment opportunities.

Likewise, engaging Redian Recruitment to provide recruitment services does not guarantee that a client will employ a candidate introduced by us.

All recruitment decisions remain the responsibility of the prospective employer.

5. Candidate Responsibilities

Candidates are responsible for ensuring that all information submitted to Redian Recruitment is accurate, complete and current.

Providing false, misleading or fraudulent information may result in:

- Removal from our recruitment database;
- Withdrawal from recruitment processes;
- Termination of any recruitment services being provided; and
- Notification to prospective employers where appropriate and permitted by law.

6. Intellectual Property

Unless otherwise stated, all content available on this Website, including but not limited to:

- Text
- Logos
- Branding
- Graphics
- Documents
- Images
- Downloads
- Website design
- Layout
- Other intellectual property

is owned by or licensed to Redian Recruitment.

No content may be copied, reproduced, modified, distributed, published or used for commercial purposes without our prior written consent, except where permitted by law.

7. External Links

Our Website may contain links to third-party websites for your convenience.

Redian Recruitment does not control these websites and is not responsible for their content, security, availability or privacy practices.

Accessing third-party websites is at your own risk.

8. Acceptable Use

You agree to use this Website lawfully and responsibly.

When using this Website, you must not:

- use the Website for any unlawful or fraudulent purpose;
- attempt to gain unauthorised access to any part of the Website, our systems or networks;
- introduce viruses, malware or any other malicious code;
- interfere with or disrupt the operation or security of the Website;
- use automated tools, bots, scraping software or similar technologies to copy or harvest Website content without our prior written consent;
- impersonate another individual or organisation;
- submit false, misleading or deceptive information; or
- engage in any activity that may damage the reputation, security or functionality of the Website or Redian Recruitment.

Redian Recruitment reserves the right to restrict or terminate access to the Website where these Terms have been breached. Nothing in this section limits Redian Recruitment's right to take any action available under law where misuse of the Website is identified.

9. Website Availability

While we endeavour to keep our Website available and operating efficiently, we do not guarantee uninterrupted or error-free access.

We may suspend, withdraw, modify or update the Website or any part of it at any time without prior notice.

10. Limitation of Liability

To the maximum extent permitted by law, Redian Recruitment excludes liability for any loss, damage, cost or expense arising directly or indirectly from:

- Use of this Website;
- Reliance on information contained on this Website;
- Website interruptions or downtime;
- Technical faults, viruses or malware;
- Unauthorised access to Website systems;
- Decisions made by candidates or clients based on Website information; or
- Any third-party content linked from this Website.

Nothing in these Terms excludes any rights that cannot lawfully be excluded under Australian Consumer Law or other applicable legislation.

11. Privacy

Your use of this Website is also governed by the Redian Recruitment Privacy Policy, including the section addressing website cookies and analytics.

By using this Website, you acknowledge that personal information may be collected and managed in accordance with those policies.

12. Changes to These Terms

Redian Recruitment may amend these Website Terms & Conditions from time to time.

Any updates will be published on this Website and will take effect from the date of publication.

Your continued use of the Website constitutes acceptance of any revised Terms.

13. Governing Law

These Terms & Conditions are governed by the laws of the State of Victoria, Australia.

Any dispute arising from or relating to these Terms or the use of this Website will be subject to the exclusive jurisdiction of the courts of Victoria.

Contact Us

If you have any questions regarding these Website Terms & Conditions, please contact us:

Redian Recruitment Pty Ltd (ABN 17 697 326 088)

Melbourne, Victoria, Australia

Phone: 0490 778 995

Email: rebekah@redianrecruitment.com.au

Website: www.redianrecruitment.com.au

The Redian Commitment

At Redian Recruitment, we believe that trust is earned through professionalism, honesty, accountability and genuine relationships. These values extend to every aspect of our business, including the way we present information, protect your privacy and provide a secure, reliable and transparent online experience.

Unique in our approach. **Personal** in our service. **Ready** when it matters most.