

TERMS AND CONDITIONS (Hirelo)

Effective Date: 18/03/2026

1. Acceptance of Terms

By accessing or using Hirelo, you agree to be bound by these Terms and Conditions. If you do not agree, you must not use the platform.

2. Nature of Service

Hirelo is an online platform that connects job seekers and employers. Hirelo is not an employer, recruitment agency, or labour hire provider, and does not guarantee employment or candidate suitability.

3. Eligibility

- Users must be at least 13 years old
- Users under 18 must have parental/guardian consent
- Users must provide accurate and complete information

4. User Accounts

- You are responsible for maintaining the confidentiality of your account
- You must not create false or misleading accounts
- Hirelo reserves the right to suspend or terminate accounts at its discretion

5. Employee Obligations

Employees agree to:

- Provide truthful and accurate information
- Conduct themselves professionally
- Not engage in harassment, fraud, or misuse of the platform

6. Employer Obligations

Employers agree to:

- Post accurate and lawful job listings
- Comply with all applicable employment laws, including minimum wage and workplace standards
- Not engage in discriminatory or misleading practices

- Only collect information necessary for recruitment purposes

7. Payments and Fees

- Hirelo may charge fees for job postings or premium features
- All fees are non-refundable unless required by Australian Consumer Law

8. Intellectual Property

Users retain ownership of content they upload but grant Hirelo a non-exclusive, worldwide, royalty-free licence to use, display, and distribute such content for the purpose of operating the platform.

9. Prohibited Conduct

Users must not:

- Use the platform for unlawful purposes
- Distribute spam or malicious content
- Attempt to interfere with platform functionality
- Exploit or misuse other users' data

10. Termination

Hirelo reserves the right to suspend or terminate access to the platform at any time, without notice, for breach of these Terms.

11. Liability and Disclaimer

To the maximum extent permitted by law:

- Hirelo provides the platform “as is” without warranties
- Hirelo is not liable for any loss, damage, or dispute arising from interactions between users
- Users engage with each other at their own risk

12. Indemnity

Users agree to indemnify and hold Hirelo harmless from any claims, damages, or liabilities arising from their use of the platform or breach of these Terms.

13. Governing Law

These Terms are governed by the laws of Queensland, Australia. Any disputes shall be subject to the exclusive jurisdiction of the courts of Queensland.

14. Amendments

Hirelo may update these Terms at any time. Continued use of the platform constitutes acceptance of the revised Terms.