

WEBSITE TERMS AND CONDITIONS

PLEASE READ THESE TERMS AND CONDITIONS CAREFULLY BEFORE USING THIS SITE

What's in these website terms and conditions

These website terms and conditions (**Terms**) tell you the rules for using our website <https://www.safe-hr.com/> (our **Site**).

Who SafeHR is and how to contact us

This website is a Site operated by SafeHR Limited (**We**). We are registered in England and Wales under company number 08452449 and have our registered office at Axys House, Heol Crochendy Parc Nantgarw, Nantgarw, Cardiff, Wales, CF15 7TW

We are a limited company.

By using our Site you accept these Terms

By using our Site, you confirm that you accept these Terms and that you agree to comply with them. They take effect from the date on which you first use the Site.

If you do not agree to these Terms, you must not use our Site.

There are other terms that may apply to you

These Terms refer to the following additional terms, which also apply to your use of our Site:

- Our [Privacy Policy](#), which explains how we collect, use and store your personal data.
- Our [Cookie Policy](#), which sets out information about the cookies on our Site.

If you purchase goods or services from our Site, further terms and conditions will apply.

We may make changes to these Terms

We may amend these Terms from time to time. Every time you wish to use our Site, please check these Terms to ensure you understand the Terms that apply at that time. These Terms were most recently updated on 30th March 2026.

We may make changes to our Site

We may update and change our Site from time to time to reflect changes to our products, our users' needs and our business priorities.

We may suspend or withdraw our Site

Our Site is made available free of charge.

We do not guarantee that our Site, or any content on it, will always be available or be uninterrupted. We may suspend or withdraw or restrict the availability of all or any part of

our Site for business and operational reasons. We will try to give you reasonable notice of any suspension or withdrawal.

You are also responsible for ensuring that all persons who access our Site through your internet connection are aware of these Terms and other applicable terms of service, and that they comply with them.

We may transfer this agreement to someone else

We may transfer our rights and obligations under these Terms to another organisation. We will always tell you in writing if this happens and We will ensure that the transfer will not affect your rights under the contract.

Our Site is only for users in the UK

Our Site is directed to people residing in the United Kingdom. We do not represent that content available on or through our Site is appropriate for use or available in other locations. Those who access the Site from other locations are responsible for compliance with local laws (where applicable).

How you may use material on our Site

We are the owner or the licensee of all intellectual property rights in our Site, and in the material published on it. Those works are protected by copyright laws and treaties around the world. All such rights are reserved.

You may print off one copy, and may download extracts, of any page(s) from our Site for your personal use and you may draw the attention of others within your organisation to content posted on our Site.

You must not modify the paper or digital copies of any materials you have printed off or downloaded in any way, and you must not use any illustrations, photographs, video or audio sequences or any graphics separately from any accompanying text.

Our status (and that of any identified contributors) as the authors of content on our Site must always be acknowledged (except where the content is user-generated).

You must not use any part of the content on our Site for commercial purposes without obtaining a licence to do so from us or our licensors.

If you print off, copy, download, share or repost any part of our Site in breach of these Terms, your right to use our Site will cease immediately and you must, at our option, return or destroy any copies of the materials you have made (except that you are permitted to print off a copy of these Terms).

No text or data mining, or web scraping

You shall not conduct, facilitate, authorise or permit any text or data mining or web scraping in relation to our Site or any services provided via, or in relation to, our Site for any purpose, including the development, training, fine-tuning or validation of AI systems or models. This includes using (or permitting, authorising or attempting the use of):

- Any "robot", "bot", "spider", "scraper" or other automated device, program, tool, algorithm, code, process or methodology to access, obtain, copy, monitor or republish any portion of our Site or any data, content, information or services accessed via the same.
- Any automated analytical technique aimed at analysing text and data in digital form to generate information or develop, train, fine-tune or validate AI systems or models which includes but is not limited to patterns, trends and correlations.

The provisions in this clause should be treated as an express reservation of our rights in this regard, including for the purposes of Article 4(3) of the Digital Copyright Directive ((EU) 2019/790).

You shall not use, and We do not consent to the use of, our Site, or any data published by, or contained in, or accessible via, our Site or any services provided via, or in relation to, our Site for the purposes of developing, training, fine-tuning or validating any AI system or model or for any other purposes not explicitly set out in our Terms.

This clause will not apply insofar as (but only to the extent that) We are unable to exclude or limit text or data mining or web scraping activity by contract under the laws which are applicable to us.

Lawful use of our Site

You agree to use the Site only for lawful purposes, and in a manner that does not infringe the rights of, or restrict or inhibit the use and enjoyment of the Site by any third party. Such restriction or inhibition includes, without limitation, conduct which is unlawful, or which may harass or cause distress or inconvenience to any person, and the transmission of obscene or offensive content or disruption of normal flow of dialogue within the Site.

Rules about linking to our Site

You may link to our home page, provided you do so in a way that is fair and legal and does not damage our reputation or take advantage of it.

You must not establish a link in such a way as to suggest any form of association, approval or endorsement on our part where none exists.

You must not establish a link to our Site in any website that is not owned by you.

Our Site must not be framed on any other site, nor may you create a link to any part of our Site other than the home page.

We reserve the right to withdraw linking permission without notice.

Trade marks and copyright

All brand names, service names, product names, titles, and copyrights used in the Site are trademarks or copyrights of trade marks of their respective holders. All rights are reserved. You are not permitted to use them without our approval, unless they are part of material you are using as permitted by these Terms.

User-generated content is not approved by us

Our Site may include information and materials uploaded by other users. This information and these materials have not been verified or approved by us. The views expressed by other users on our Site do not represent our views or values.

Do not rely on information on this Site

The content on our Site is provided 'as is' and for general information only. It is not intended to amount to advice on which you should rely. You must obtain professional or specialist advice before taking, or refraining from, any action on the basis of the content on our Site. Any decisions or actions you take based on information contained on the Site are your sole responsibility.

Although We make reasonable efforts to update the information on our Site, We make no representations, warranties or guarantees, whether express or implied that the content on our Site is

- accurate, complete, fit for a particular purpose or up to date;
- secure, free from viruses or defects, or error-free;
- non-infringing

We do not accept liability for any direct, indirect, special, consequential, or other losses or damages of any kind arising out of access to, or the use of the Site or any information contained in it or for any damage that may be sustained as a result of malicious content, malware, or software viruses/defects contained in or on the Site. You are responsible for configuring your information technology, computer programs and platform to access the Site. You should use your own virus protection software.

We are not responsible for websites We link to

Where our Site contains links to other sites and resources provided by third parties, these links are provided for your information only. Such links should not be interpreted as approval by us of those linked websites or information you may obtain from them.

We have no control over the contents of those sites or resources. We cannot guarantee that these links will work all of the time and have no control over the availability of the linked pages.

You must not introduce viruses

You must not misuse our Site by knowingly introducing viruses, trojans, worms, logic bombs or other material that is malicious or technologically harmful, or otherwise harmfully interacting with our Site or any part of it. You must not attempt to gain unauthorised access to our Site, the server on which our Site is stored or any server, computer or database connected to our Site or any other equipment or network connected with our Site. You must not interfere with, damage or disrupt any software used in the provision of our Site or any equipment or network or software owned or used by any third party on which this Site relies

in any way. You must not attack our Site via a denial-of-service attack or a distributed denial-of-service attack. By breaching this provision, you would commit a criminal offence under the Computer Misuse Act 1990. We will report any such breach to the relevant law enforcement authorities and We will co-operate with those authorities by disclosing your identity to them. In the event of such a breach, your right to use our Site will cease immediately.

Our responsibility for loss or damage suffered by you

We do not exclude or limit in any way our liability to you where it would be unlawful to do so. This includes liability for death or personal injury caused by our negligence or the negligence of our employees, agents or subcontractors and for fraud or fraudulent misrepresentation.

Different limitations and exclusions of liability will apply to liability arising as a result of the supply of any products to you, which will be set out in separate terms and conditions.

We exclude all implied conditions, warranties, representations or other terms that may apply to our Site or any content on it.

We will not be liable to you for any loss or damage, whether in contract, tort (including negligence), breach of statutory duty, or otherwise, even if foreseeable, arising under or in connection with:

- use of, or inability to use, our Site; or
- use of or reliance on any content displayed on our Site.

In particular, We will not be liable for:

- loss of profits, sales, business, or revenue;
- business interruption;
- loss of anticipated savings;
- loss of business opportunity, goodwill or reputation; or
- any indirect or consequential loss or damage.

How We may use your personal information

We will only use your personal information as set out in our [Privacy Policy](#).

Which country's laws apply to a dispute

These Terms, their subject matter and their formation (and any non-contractual disputes or claims) are governed by English and Welsh law. We both agree to the exclusive jurisdiction of the courts of England and Wales.

In the event that any or any part of the terms contained in these Terms shall be determined by any competent authority to be invalid, unlawful or unenforceable to any extent, such term shall to that extent be severed from the remaining Terms which shall continue to be valid and enforceable to the fullest extent permitted by law.