



IRONWOOD
TALENT

WEBSITE

Terms & Conditions

EFFECTIVE DATE	COMPANY NUMBER
31 July 2026	17190461

These Terms govern access to ironwood-talent.com. Please read them carefully before using the Website or submitting an enquiry, vacancy, CV or application.

IMPORTANT

Website use does not create a recruitment, consultancy, employment or agency contract. Any professional engagement is governed by separately agreed written terms.

01 **About Ironwood Talent**

This website, ironwood-talent.com (the Website), is operated by Ironwood Talent Ltd (Ironwood Talent, we, us or our), a company registered in England and Wales under company number 17190461. Our registered office is 71-75 Shelton Street, Covent Garden, London, United Kingdom, WC2H 9JQ.

These Website Terms and Conditions (the Terms) govern your access to and use of the Website. By accessing, browsing or using the Website, you confirm that you have read and agree to these Terms. If you do not agree, you must not use the Website.

02 **Eligibility and authority**

You must be at least 18 years old to submit an application or business enquiry through the Website. If you use the Website on behalf of a company or other organisation, you confirm that you have authority to act for it.

03 **Permitted use of the Website**

You may use the Website only for lawful personal or legitimate business purposes. You must not use it to commit or facilitate fraud or any unlawful act; introduce viruses, malware or other harmful code; attempt unauthorised access; interfere with the Website, its server or connected systems; carry out denial-of-service activity; scrape, crawl or extract content by automated means without our written permission; send spam; impersonate another person or organisation; infringe intellectual property or privacy rights; or submit information that is knowingly false, misleading, defamatory or unlawful.

We may restrict, suspend or block access where we reasonably believe these Terms, applicable law or Website security have been breached. Suspected criminal activity may be reported to the appropriate authorities.

04 **Website content and no professional advice**

We take reasonable care when preparing Website content, but do not warrant that it is complete, accurate, current or suitable for a particular purpose. Content is provided for general information only and may be changed, corrected, suspended or removed without notice.

Nothing on the Website constitutes legal, financial, tax, immigration, employment or other professional advice. You should obtain appropriate independent advice before acting on information found on the Website.

05 **Recruitment and consultancy services**

Descriptions of our recruitment, talent, search, consultancy or related services are informational only. Website content is not a binding offer, and submitting an enquiry, vacancy, CV or application does not create an agency relationship, employment relationship, contract for services or other legal engagement.

Any engagement with a client, employer, candidate or other party will be subject to separate written terms, a proposal or another agreement accepted by the relevant parties. If those terms conflict with these Terms, the separate written terms will govern that engagement. Our activities will be carried out in accordance with applicable UK law and regulatory requirements.

06 **Candidates, applications and CV submissions**

If you submit a CV, application, profile or supporting material, you confirm that it is accurate and not misleading; that you have the right to provide it; and that it does not infringe another person's rights. You should not provide unnecessary special-category or highly sensitive information through general Website forms.

A submission does not guarantee acknowledgement, representation, an interview, an offer, employment, placement or any other outcome. We may decline, retain or delete a submission as permitted by law and our Privacy Notice. We may contact you about your enquiry and, where permitted, roles or services that may be relevant.

07 **Clients, vacancies and enquiries**

A vacancy, hiring enquiry, request for information or request for a quotation does not oblige us to accept an instruction or supply services. Employers and clients are responsible for ensuring that information supplied about their organisation, vacancies and requirements is accurate, lawful and non-discriminatory. Any fees, scope, exclusivity, replacement terms, payment terms and service standards will be governed by separate written terms.

08 **Jobs and third-party opportunities**

Job descriptions, salary information, locations, benefits, timelines and other vacancy details may originate from third parties and may change or be withdrawn without notice. We do not guarantee that a vacancy remains available or that all advertised details are complete. Employment decisions and the final employment contract remain matters between the candidate and the relevant employer.

09 **Intellectual property rights**

Unless otherwise stated, the Website and all text, graphics, logos, icons, photographs, images, designs, layouts, databases, downloads, software and other materials on it are owned by or licensed to Ironwood Talent and are protected by intellectual property laws.

You may view and print reasonable extracts for your own personal use or legitimate internal business evaluation. You must not reproduce, republish, modify, distribute, sell, license, frame, commercially exploit, create derivative works from, or remove proprietary notices from Website content without our prior written permission. Nothing in these Terms transfers any intellectual property right to you.

10 **Information and materials you submit**

You retain ownership of materials you submit. You grant us a non-exclusive, worldwide, royalty-free licence to host, copy, process and use those materials only as reasonably necessary to respond to you, assess an application, provide or discuss our services, comply with law and protect our legitimate interests. This licence ends when the relevant material is no longer required, subject to lawful retention, backup and record-keeping requirements.

11 **Privacy and data protection**

Personal information is processed in accordance with our Privacy Notice and applicable data protection law, including the UK GDPR and Data Protection Act 2018 where applicable. Please read the Privacy Notice before submitting personal information. If you provide another person's information, you confirm that you are authorised to do so and have given them any required privacy information.

12 Cookies

The Website may use essential cookies and, with consent where required, analytics, functionality or marketing cookies and similar technologies. Further information, including how to manage preferences, should be provided in our Cookie Notice or cookie banner. Disabling some cookies may affect Website functionality.

13 Third-party websites and services

The Website may link to job boards, social networks, client websites and other third-party services. Links are supplied for convenience and do not constitute endorsement. We do not control and are not responsible for third-party content, availability, security, terms, privacy practices or losses arising from their use. You access third-party services at your own risk and subject to their terms.

14 Website availability and security

We aim to maintain a secure and available Website but do not guarantee uninterrupted, error-free, timely or virus-free access. We may suspend, withdraw, restrict or modify all or part of the Website for maintenance, security, technical, legal or business reasons without notice. You are responsible for your own device, internet connection, security controls, backups and antivirus protection.

15 Disclaimers

To the fullest extent permitted by law, the Website is provided on an 'as available' basis. We exclude implied warranties, conditions and representations relating to the Website where they may lawfully be excluded. We do not warrant that use of the Website will produce a particular recruitment, commercial or employment outcome.

16 Limitation of liability

Nothing in these Terms excludes or limits liability for death or personal injury caused by negligence; fraud or fraudulent misrepresentation; or any other liability that cannot lawfully be excluded or limited.

Subject to the paragraph above and to the fullest extent permitted by law, Ironwood Talent will not be liable for indirect or consequential loss, loss of profit, revenue, business, opportunity, anticipated savings, goodwill or data arising from or connected with use of, reliance on, or inability to use the Website. These limitations apply only to Website use; liability arising under separately agreed recruitment or consultancy services will be governed by the relevant written agreement.

If you use the Website as a consumer, nothing in these Terms affects your mandatory statutory rights.

17 Indemnity for business users

If you use the Website in the course of business, you will indemnify Ironwood Talent against reasonable losses, liabilities, claims and costs arising directly from your unlawful use of the Website, infringement of third-party rights, or material breach of these Terms. This clause does not apply to consumers.

18 Events beyond our control

We will not be responsible for delay, interruption or failure caused by events beyond our reasonable control, including internet or utility failure, cyberattack, failure of a third-party provider, industrial dispute, natural disaster, epidemic or pandemic, governmental action or civil emergency.

19 **Changes to the Website and these Terms**

We may amend the Website or these Terms to reflect changes in law, technology, security, our services or business practices. Updated Terms take effect when published, and the latest revision date will appear at the beginning. Your continued use after publication constitutes acceptance of the revised Terms.

20 **Severability, waiver and transfer**

If any provision is held unlawful or unenforceable, it will be treated as modified to the minimum extent necessary or deleted, and the remaining provisions will continue in effect. A delay or failure to enforce a right is not a waiver. You may not transfer your rights under these Terms without our written consent. We may transfer our rights and obligations where this does not reduce any mandatory consumer protection.

21 **Entire agreement and third-party rights**

These Terms, together with the Privacy Notice and Cookie Notice, form the agreement concerning use of the Website and replace previous understandings on that subject. Separate service terms continue to apply to paid or professional engagements. No person other than you and Ironwood Talent has a right under the Contracts (Rights of Third Parties) Act 1999 to enforce these Terms.

22 **Governing law and jurisdiction**

These Terms are governed by the laws of England and Wales. The courts of England and Wales will have exclusive jurisdiction over disputes relating to business use. If you are a consumer resident elsewhere in the United Kingdom, you may also benefit from mandatory local law and may bring proceedings in the courts applicable to your place of residence.

23 **Contact us**

Questions about these Terms may be sent to moeleek@ironwood-talent.com or by post to: Ironwood Talent Ltd, 71-75 Shelton Street, Covent Garden, London, United Kingdom, WC2H 9JQ. Website: <https://ironwood-talent.com/>. Company number: 17190461.