

# TERMS & CONDITIONS

## i-Performance-Analysis Ltd

### 1. SCOPE & APPLICATION

1.1 These conditions apply to all purchases of products (including, without limitation, hardware and/or software) ("products") or services ("services") which are sold through this website ("site") by: (a) Us, the Seller, i-Performance-Analysis Ltd (references to "us", "we" or "our" being construed accordingly) to (b) you, the purchaser (references to "you" or "your" being construed accordingly).

1.1.1 The Site is in reference to <http://www.i-performance-analysis.com>

1.2 By placing an order on this site you agree to abide by these conditions. If you are a 'consumer' (purchasing outside the scope of your business), then these conditions do not affect your statutory rights where these cannot be limited or excluded by applicable law.

1.3 As a consumer, you will have a legal "cooling off period" during which you may cancel your order for any reason without penalty. This period is:

1.3.1 For products: up to seven (7) working days after the date of delivery of the products

1.3.2 For services: up to seven (7) working days after the date of us accepting your order.

1.4 PLEASE NOTE:

Such right to cancel:

1.4.1 Terminates, where you order services, if those services commence with your agreement before the cooling off period expires.

1.4.2 Terminates, where you order software, if you unseal or use the software.

1.4.3 Does not apply to bespoke or customised products made specifically to your order and to Download Products.

1.5 All cancellation notices must be in writing (including fax or email) and addressed:

i-Performance-Analysis Ltd. iPA House, The Downs, 48 Downs Road. Coulsdon. Surrey. CR5 1AA

You can also contact us via [iperformanceanalysis@googlemail.com](mailto:iperformanceanalysis@googlemail.com)

The notice will be treated as given on the day it was delivered to the above address (by hand); date of posting (if sent by post); date of fax transmission (if sent by fax); date of email to the above address.

1.6 If you exercise the above right to cancel, you must take reasonable care of any product(s) in your possession and (at your cost) either: return them to us (or our authorised representatives) or make them available to be collected (as requested). If you have paid in advance, you will be refunded within 30 days of giving the cancellation notice.

Please return the product to the address listed on the delivery receipt included in the shipment.

1.7 Please see the Site for the Site Terms and Conditions + Privacy Policy Statements, these are also part of the Terms and Conditions herein. If you require more information on your rights, you should contact customer support via [iperformanceanalysis@googlemail.com](mailto:iperformanceanalysis@googlemail.com)



## 2. OFFER, ACKNOWLEDGMENT AND ACCEPTANCE

- 2.1 Any prices, quotations and descriptions made or referred to on this Site are subject to availability, do not constitute an offer and may be withdrawn or revised at any time prior to our express acceptance of your order (as described below).
- 2.2 While we make every effort to ensure that items appearing on the Site are available, we cannot guarantee that all items are in stock or immediately available when you submit your order. We may reject your order (without liability) if we are unable to process or fulfil it. If this is the case, we will refund any prior payment that you have made for that item.
- 2.3 An order submitted by you constitutes an offer by you to us to purchase Products or Services on these Conditions and is subject to our subsequent acceptance.
- 2.4 Prior to such acceptance, an automatic e-mail acknowledgement of your order may be generated. Please note that any such automatic acknowledgement does not constitute a formal acceptance of your order.
- 2.5 Our acceptance of your order takes effect and the contract concluded at the point where such offer is expressly accepted by us dispatching your order/commencing Services and accepting your credit card or other payment ("**Acceptance**").
- 2.6 You must make sure you retain proofs of copy of all such documents and these Conditions for your own records.

## 3. YOUR REPRESENTATIONS

- 3.1 You represent that information provided by you when placing your order is up-to-date materially accurate and is sufficient for us to fulfil your order. You also represent that you have legal capacity to enter into a contract.
- 3.2 You are responsible for maintaining and promptly updating your account information with us for accuracy and completeness and keeping such information (and any passwords given to you for the purposes of accessing the Site and/or purchasing Products) secure against unauthorised access.
- 3.3 Unless agreed otherwise or required by applicable law, any warranties provided in relation to Products or Services only extend to you on the understanding that you are a User and not a reseller of those Products or Services.
- 3.4 No warranty, commitment or any other obligation should ever be assumed by you on our behalf or on behalf of a Product manufacturer, licensor or supplier without our express prior written consent.

## 4. PRICE AND TERMS OF PAYMENT (NOTE: WE CANNOT CONFIRM PRICES PRIOR TO ACCEPTANCE OF YOUR ORDER)

- 4.1 Prices payable for Products or Services are those in effect at the time of order received, unless otherwise expressly agreed. Prices may be indicated on the Site or an order acknowledgement but the authoritative price in the event of any discrepancy, is the price that is notified to you on our Acceptance.
- 4.2 Prices (unless stated otherwise) are in the currency quoted on the Site or under the Engagement Letter terms. Prices and term length for the advertising of recruitment roles as published on the Site under the Recruitment.html page and sub-page.
- 4.3 We have the right at any time prior to our Acceptance to withdraw any discount and/or to revise prices to take into account increases in costs including (without limitation) costs of any materials, carriage, labour or the increase or imposition of any tax, duty or other levy and any variation in exchange rates. We also reserve the right to notify you of any mistakes in Product descriptions or errors in pricing prior to product dispatch. In such event if you choose to continue with fulfilment of the order, you acknowledge that the Product or Service will be provided in accordance with such revised description or corrected price.
- 4.4 The places that we deliver will be as per those listed on the Site ("Territory") or as per the instructions set out on the Engagement Letter. Unless otherwise specified, prices quoted are
  - 4.4.1 exclusive of the costs of shipping or carriage to the agreed place of delivery within the Territory (charges for which are stated on the Site); and
  - 4.4.2 exclusive of VAT and any other tax or duty which (where applicable) must be added to the price payable (VAT will be shown at the end of the order process);You agree to pay for shipping or carriage of Products as such costs are specified by us at the point of purchase.
- 4.5 Payment shall be made prior to delivery and by such methods as are indicated on the Site (and not by any other



means unless we have given our prior agreement).

- 4.6 Except as expressly provided elsewhere in these Conditions or the Site, payment may be taken in full notwithstanding any claim for short delivery or defects. Please note that this also applies to possible payment transfer fees, such as bank fees.
- 4.7 We will charge credit or debit cards on dispatch of the Product or commencement of Services. We reserve the right to verify credit or debit card payments prior to Acceptance.
- 4.8 Where the payment is invoiced, each invoice shall be due on and made in full within thirty (30) days of the date of relevant invoice. Failure to complete transactions in full within thirty (30) days may result in Products or Services being withdrawn from the Site or Services catalogue.
- 4.9 No counterclaim or set-off may be deducted from any payment due without our written consent. We may also take action against you for the price of Products at any time after payment has become due even though property in those Products may not yet have passed to you.
- 4.10 Any extension of credit allowed to you may be changed or withdrawn at any time. Interest shall be chargeable on overdue amounts accruing on a daily basis at the maximum amount permitted under applicable law from the due date for payment until our receipt of the full amount (whether before or after judgement). You shall indemnify us on demand against any out of pocket expenses incurred in relation to recovery of any overdue amounts.
- 4.11 In the event of a delay in payment, we have the right to transfer our claim against you to the publisher, or owner, of the product you purchased, without separate notification. As a result, the publisher can enforce the claim against you in the publisher's own name.

## 5. TERMINATION

- 5.1 Termination notification must be received in writing at the registered address of i-P-A Ltd

If you commit an act of bankruptcy or enter into a deed of arrangement with creditors or a court order for winding-up is made against you or you take or suffer any similar action in consequence of debt or we have cause to believe that you are unable to pay your debts as they fall due; or you fail to pay any amount by the due date or breach any of these Conditions then, without prejudice to any of our other rights, we may:-

- 5.1.1 stop any Products in transit; and/or
- 5.1.2 suspend further Product deliveries; and/or
- 5.1.3 stop or suspend provision of Services; and/or
- 5.1.4 by written notice to terminate your order and all or any other contracts between us and you.

## 6. DELIVERY AND RISK

- 6.1 Delivery timescales/dates specified on the Site, in any order acknowledgement, acceptance or elsewhere are estimates only. While we endeavour to meet such timescales or dates, we do not undertake to dispatch Products and/or commence Services by a particular date or dates and shall not be liable to you in respect of delays or failure to do so.
- 6.2 Delivery shall be to a valid address within the Territory submitted by you and subject to Acceptance ("Delivery Address"). You must check the Delivery Address on any acknowledgement or acceptance we provide and notify us without delay of errors or omissions. We reserve the right to charge you for any extra costs arising from changes you make to the Delivery Address after you submit an order.
- 6.3 If you refuse or fail to take delivery of Products provided in accordance with these Conditions, any risk of loss or damage to the Products shall nonetheless pass and without prejudice to any other rights or remedies we have:-
  - 6.3.1 We shall be entitled to immediate payment in full for the Products or Services delivered and either to effect delivery by whatever means we consider appropriate or to store Products at your risk;
  - 6.3.2 You shall be liable pay on demand all costs of Product storage and any additional costs incurred as a result of such refusal or failure to take delivery;
  - 6.3.3 We shall be entitled 30 days after the agreed date for delivery to dispose of Products in such manner as we determine and may set off any proceeds of sale against any sums due from you.



- 6.4 Except to the extent required as a result of any mandatory rights you have as a consumer under applicable law, you shall not be entitled to reject the Products in whole or in part by reason of short delivery and shall pay in full notwithstanding short delivery or non-delivery unless you notify us in writing of any claim within 7 days of the latest of the date of receipt of the relevant invoice or delivery whereupon you shall pay for the quantity actually delivered.
- 6.5 Where we deliver Products or Services by instalments, each instalment constitutes a separate contract and any defect in any one or more instalments shall not entitle you to repudiate the contract as a whole nor to cancel any subsequent instalment.
- 6.6 Save as otherwise provided in these Conditions, risk of loss of or damage to the Products passes to you on delivery or when placed in your possession or that of any carrier or transport provided by you, whichever shall occur first.

## **7 REJECTION, DAMAGE OR LOSS IN TRANSIT**

- 7.1 You are responsible for checking Products upon delivery and verifying that they are in satisfactory condition, in accordance with their description and complete. You may return purchased Products in accordance with these Conditions.
- 7.2 If you believe that you are entitled to cancel the contract, please let us know, stating your reasons for the cancellation. We will review your information with the publisher of the product.
- 7.3 Damage to or loss of products must be reported to us no later than five (5) business days after receipt of the product or awareness of the loss. Other product defects must be reported to us in writing no later than 30 days after receipt of the product.
- 7.4 We shall not be liable for any damage or losses arising from defective installation of the Products; from the use of the Products in connection with other defective, unsuitable or defectively installed equipment; your negligence; improper use or use in any manner inconsistent with the manufacturer's specifications or instructions.
- 7.5 Where there is a shortage or failure to deliver, or any defect in or damage to a Product or Service, we may at our option:
- a. (in the case of Product shortage or non-delivery) make good any such shortage or non-delivery and/or
  - b. in the case of failure to perform or defective performance of a Service, make good such failure or defective performance; and/or
  - c. in the case of damage or any defect(s) in the Product:
    - i. Replace or repair the Product upon you returning the Product; or;
    - ii. Refund the price paid in respect of any Products found to be damaged or defective.

## **8. SOFTWARE AND SOFTWARE DOWNLOADS (SPREADSHEETS or PRESENTATIONS)**

- 8.1 Where any Product supplied is or includes software downloads ("Software"), this Software is licensed and owned by us or by the relevant licensor/owner subject to the relevant end-user license agreement or other licence terms included with Software ("License Terms") and/or the Product. In addition:
- 8.1.1 Such Software may not be copied, adapted, translated, made available, distributed, varied, modified, disassembled, decompiled, reverse engineered or combined with any other software, save to the extent that (i) this is permitted in the License Terms, or (ii) applicable law expressly mandates such a right which cannot legally be excluded by contract.
- 8.1.2 Save to the extent provided for in any applicable License Terms, your rights of return and/or to a refund under these Conditions do not apply in the event that you open the Software shrink-wrap and/or break the license seal and/or use the Software.
- 8.1.3 Except to the extent expressly provided by us in writing or under relevant License Terms, Software is provided 'as is' without any warranties, terms or conditions as to quality, fitness for purpose, performance or correspondence with description and we do not offer any warranties or guarantees in relation to Software installation, configuration or error/defect correction. You are advised to refer to any License Terms with regards to determining your rights against a manufacturer, licensor or supplier of the Software.



8.2 If you have technical questions about the product, please contact the owner or publisher directly. Please note that depending on the publisher's location, technical support may be provided in English only.

## 9. LIABILITY LIMITATION

9.1 TO THE MAXIMUM EXTENT LEGALLY PERMITTED, OUR AGGREGATE LIABILITY (WHETHER FOR NEGLIGENCE, BREACH OF CONTRACT, MISREPRESENTATION (EXCEPT, IF FRAUDULENT) OR OTHERWISE) SHALL IN NO CIRCUMSTANCES EXCEED THE COST OF THE DEFECTIVE, DAMAGED OR UNDELIVERED PRODUCTS OR SERVICES (DETERMINED BY NET PRICE INVOICED/CHARGED TO YOU) IN RESPECT OF ANY SINGLE OCCURRENCE OR SERIES OF OCCURRENCES. EVEN IF ADVISED OF THE SAME, WE SHALL NOT BE LIABLE FOR:

9.1.1 SPECIAL, PUNITIVE, INCIDENTAL, INDIRECT, OR CONSEQUENTIAL DAMAGES; OR

9.1.2 YOUR INABILITY TO MAKE ORDERS OR LOSS OF INCOME, REVENUE, PROFITS, CONTRACTS, DATA, GOODWILL OR SAVINGS.

9.2 SUBJECT TO ANY EXPRESS PROVISIONS TO THE CONTRARY SET OUT IN THESE CONDITIONS, ALL TERMS, CONDITIONS, WARRANTIES AND REPRESENTATIONS (EXPRESS OR IMPLIED BY STATUTE, COMMON LAW OR OTHERWISE) ARE HEREBY EXCLUDED. WE SHALL NOT BE LIABLE FOR ANY LOSS, DAMAGE OR INJURY WHETHER RESULTING FROM DEFECTIVE MATERIAL, FAULTY WORKMANSHIP, OR OTHERWISE HOWSOEVER ARISING AND WHETHER OR NOT CAUSED BY OUR (OR OUR EMPLOYEES' OR AGENTS' NEGLIGENCE) EXCEPT TO THE EXTENT THAT APPLICABLE LAW PROHIBITS EXCLUSIONS OR LIMITATIONS OF LIABILITY FOR INTENTIONAL TORTS OR GROSS NEGLIGENCE OR OTHER 'WRONGS'.

9.3 WE DO NOT EXCLUDE LIABILITY FOR (1) DEATH OR PERSONAL INJURY CAUSED BY OUR NEGLIGENCE (OR THAT OF OUR EMPLOYEES OR AUTHORISED REPRESENTATIVES) OR (2) FRAUD.

THE FOLLOWING ADDITIONAL CONDITIONS APPLY TO 'CONSUMERS' (PURCHASING PRODUCTS OTHERWISE THAN IN THE COURSE OF A BUSINESS):

9.4 NOTHING IN THESE CONDITIONS SHALL OR BE CONSTRUED AS LIMITING OR EXCLUDING OUR LIABILITY OR A MANUFACTURER'S, LICENSOR'S OR SUPPLIER'S LIABILITY TO YOU, WHERE UNDER MANDATORY LAWS APPLICABLE IN YOUR TERRITORY, SUCH LIABILITY CANNOT BE EXCLUDED OR LIMITED BY CONTRACT.

9.5 THESE CONDITIONS DO NOT AFFECT YOUR STATUTORY RIGHTS UNDER APPLICABLE CONSUMER LAWS. YOU MAY ASSERT SUCH RIGHTS AT YOUR DISCRETION.

## 10. RETENTION OF TITLE

10.1 Title to Products in any one order shall not pass from us to you until payment in full of the price in respect of such order (including any interest or other payments due in respect of those Products). Until payment has been made in full for any Products, you shall have possession of those Products as our agent and shall (subject to the provisions of Condition 10.2 below) store the Products in such a way as to enable them to be readily identified as our property, and keep proper and accurate records to enable us to distinguish Products for which payment has been made in full from those Products for which payment is outstanding.

10.2 If you sell any Products, to the fullest extent permitted by law, you shall hold (on a fiduciary basis) all proceeds of such sales in trust for us and in a separate account. You undertake immediately upon being so requested by us to assign to us all rights in respect of those proceeds and that separate account and/or all rights and claims which you may have against any customers arising from such sales until payment is made in full as aforesaid and not to assign such rights and claims to any third party without our prior written consent.

10.3 We reserve the right (subject to applicable law) to repossess any Products in respect of which payment is overdue, declined or lapses and thereafter to re-sell the same and for this purpose, you hereby grant us an irrevocable right and licence to our servants and agents to enter upon your premises during normal business hours. This Condition 10.3 shall continue in force notwithstanding termination of the contract howsoever caused.



## **11. THIRD PARTY RIGHTS**

- 11.1 You shall indemnify us against any and all liabilities, claims and costs incurred by or made against us as a direct or indirect result of us performing Services or carrying out any work on or to the Products where this has been done to your (or your representative's) specific requirements or specifications causing an infringement or alleged infringement of any proprietary rights of any third party.
- 11.2 To the fullest extent permitted by law and save where expressly set out in any License Terms or elsewhere, we shall have no liability to you in the event of the Products or Services infringing or being alleged to infringe the proprietary rights of any third party. In the event that the Products are or may be the subject of patent, copyright, database right, registered design, trade mark or other rights of any third party, you should refer to the relevant terms of the Product manufacturer and/or licensor/owner. We shall be obliged to transfer to you only such right or title as we have.

## **12 WARRANTY**

- 12.1 All Product specifications, illustrations, bitmaps, images, charts, drawings, particulars, dimensions, performance data and other information on the Site or made available by us are intended to represent no more than a general illustration of the Products and do not constitute a warranty or representation by us that the Products will conform with the same. You must refer to the warranty documentation to determine your rights and remedies in this regard.
- 12.2 You will have the benefit of the supplier's warranty with the Products supplied and should refer to the relevant documentation supplied with the Product in this regard. (If applicable, a Return Policy may also set out procedures applicable to repairs or replacement of defective Products delivered.)
- 12.2.1 You will have no warranty for any material downloaded from the Site, in any form whatsoever.
- 12.3 Your rights of repair or replacement of any Products or any part or parts thereof which are found to be defective will (except where agreed otherwise) be negated or rendered void where:
- 12.3.1 Products have been repaired or altered by persons other than the manufacturer, us or any authorised dealer; and/or
- 12.3.2 defective Product or Products have not been returned together with full details in writing of the alleged defects within 30 days from the date on which such Products were delivered; and/or
- 12.3.3 defects are due (wholly or partially) to mistreatment, improper use or storage or maintenance or installation, or failure to observe any manufacturers' instructions or other directions issued or made available by us in connection with the delivered Products.

## **13. CONSENTS, CUSTOMS DUTIES & EXPORT**

- 13.1 If any licence or consent of any government or other authority is required for the acquisition, carriage or use of the Products by you, you shall obtain such licence or consent at your own expense and if necessary produce evidence to us on demand. Failure so to do shall not entitle you to withhold or delay payment of the price. Any additional expenses or charges incurred by us resulting from such failure shall be met by you.
- 13.2 Products licensed or sold to you under these Conditions may be subject to export control laws and regulations in the Territory or other relevant jurisdiction where you take delivery or use them. You shall be responsible for complying with those laws and will not do anything to breach them.

## **14 NOTICES**

- 14.1 Any notice or other communications in relation to our contract may be given by sending the same by hand delivery, pre-paid post, fax or e-mail to the latest address and contact that one party has notified in writing to the other. This will also be the address for service of legal proceedings in the manner prescribed by law. Except as set out above in relation to cancellation of consumer orders, such notices or communications (where properly addressed) shall be considered received:
- 14.1.1 In relation to hand delivery, on the date of delivery at the relevant address (or, if this is not a working date, the first working date thereafter);
- 14.1.2 If posted, 5 working days after the date of posting;
- 14.1.3 If by fax, on the date of the transmission as evidenced by a successful transmission contact report (or, if this is not a working date, the first working date thereafter).
- 14.1.4 If sent by email, on the earliest of (i) the email being acknowledged by the recipient as received; (ii) receipt



by the sender of an automated message indicating successful delivery or the email having been opened; or  
(iii) the expiry of 48 hours after transmission, provided that the sender has not received notification of unsuccessful transmission.

## 15. PERSONAL INFORMATION AND YOUR PRIVACY

15.1 We will observe applicable data protection laws and will not use information that does or can be used to personally identify you ("**Personal Data**") other than as set out in our Terms and Conditions and Privacy Statement ("**Privacy Statement**"). This is available directly on the Site, or by request. By submitting your Personal Data in relation to your order, you consent to such Personal Data being processed to fulfil your order and in accordance with such Privacy Statement.

15.2 In relation to security of orders that you place with us:

Our secure-server software, care of Google, encrypts all your Personal Data including credit or debit card number and name and address. This means that the characters that you enter are converted into pieces of code that are then securely transmitted over the Internet.

## 16. GENERAL

16.1 You shall not assign, transfer, charge or make over or purport to assign transfer charge to make over your rights under these Conditions

16.2 We shall not be liable to you nor held in breach of contract for any loss or damage which may be suffered as a direct or indirect result of us being prevented, hindered or delayed in the performance by reason of any circumstances beyond our reasonable control including (but not limited to) any act of God, war, riot, civil commotion, government action, explosion, fire, flood, storm, accident, strike, lock-out, trade dispute or labour disturbance, breakdown of plant or machinery, interruption in the supply of power or materials and in such event we may elect to cancel your order and refund any payments made.

16.3 You acknowledge that these Conditions supersede and cancel all previous contracts, agreements and working arrangements whether oral or written, express or implied, between us. These Conditions prevail over any other terms or conditions contained in or referred to elsewhere or implied by trade, custom or course of dealing. Any purported terms or conditions to the contrary are hereby excluded to the fullest extent legally permitted. This exclusion relates in particular to contractual terms and conditions stipulated by you, such as your Terms and Conditions. To the fullest extent permitted under applicable law, we reserve the right to modify these Conditions without notice.

16.4 No relaxation, forbearance, delay or indulgence by either you or us in enforcing any of these Conditions or the granting of time by either party to the other shall prejudice or restrict such rights and powers.

16.5 No waiver of any term or condition of these Conditions shall be effective unless made in writing and signed by us. The waiver of any breach of any Condition shall not be construed as a waiver of any subsequent breach or condition.

i-P-A contains links to other sites. I-P-A is not responsible for the data protection or privacy policies of these sites and we encourage our Users, upon leaving our site, to read the policies and statements of any other sites they may visit. I-P-A

16.6 If for any reason we determine or a court of competent jurisdiction finds that any provision or portion of these Conditions to be illegal, unenforceable, or invalid under applicable law in a particular jurisdiction:

16.6.1 these Conditions will not be affected in other jurisdictions to the extent that such determination or finding has no application; and

16.6.2 in the relevant jurisdiction, the remainder of these Conditions (to the fullest extent permitted by law) will continue in full force and effect.



## 17 GOVERNING LAW AND JURISDICTION

- 17.1 The construction validity and performance of these Conditions shall be governed by the Law of England & Wales and the parties submit to the exclusive jurisdiction of the English Courts in the event of legal proceedings arising from any dispute.
- 17.2 The language of any dispute resolution procedure or any proceedings will be English.
- 17.3 The above Conditions 17.1 and 17.2 shall not apply to the extent that applicable law in your country of residence requires application of another law and/or jurisdiction and/or language and this cannot be excluded by contract.

## 18 SITE IMAGES, LOGOS AND RELATED MATERIALS

- 18.1 The construction, validity, parameters, content, sizes and performance of any materials published and made available on the Site shall be at the sole discretion of the Site owners, i-Performance-Analysis Ltd (i-P-A).
- 18.2 Further Site images, logos and related material may be added at the discretion of i-P-A without prior consent of peers or competitors to those that already exist on the site

## 19 JOB ROLE ADVERTISING

- 19.1 The Site owners remain independent of any other body who may select to advertise on the Site. The Site owners, or its employees or affiliates, will make no representations that will call into question the independence of i-performance-analysis ltd or [www.i-performance-analysis.com](http://www.i-performance-analysis.com)
- 19.2 Any Advertising Customer will follow the directions prescribed on the Site in order that the advertising service is completed to the satisfaction of the Site owners and so that Users are able to utilise the information.
- 19.3 The Site owners reserve the right to add, restrict, or limit the number of advertisements. The Site owner may select to send out "job alerts" to the whole or part of its Database. "Job Alerts" will take the form of an e-mail alert.
- 19.4 Personal data about the User as defined in Data Protection Act 1998 Act may be retained and processed by the Site owner
- 19.5 The Site owners will make no representations, nor perform checks as to the credentials, abilities, assertions, credibility, personal status, asylum status, criminal records, experience, qualifications, of any personal that may apply to any roles as advertised by the Advertiser. The Site owners will not undertake any screening activities on candidates for asset managers or other entities that wish to advertise roles on the Site.
- 19.6 The Advertiser, not the Site owner, remains responsible for the appropriateness of the advertising material under their name, at all times. This excludes the hosting of the Site and the Site itself.
- 19.7 The Site owners are not in the recruitment sector as a main business activity. The Site makes no provisions for the Working Time Regulations 1998, the Employment Agencies Act 1973 or the Disability Discrimination Act 1995.
- 19.8 In order to protect the confidentiality and trade secrets of the Advertiser and Site owners, all parties agree to undertaking every other duty to keep secret all information given to it or gained in confidence.
- 19.9 Parties and Users agree not at any time to make any copy, abstract, extract, summary or precise of the whole or any part of any document or other material belonging to the Advertiser or Site except when required to do so in the course of its duties. In this event any such item shall belong to the Advertiser as appropriate.



- 19.10 Prices for and the term length of advertising are as determined by Section 4.2. Roles will be advertised within 48 hours of the receipt of all documentation as prescribed in Section 19.2, in normal circumstances. The Site owner will make all reasonable endeavors to ensure roles are advertised on the Site within the Terms & Conditions of Section 19. The Term length begins once the role is advertised on i-P-A.com.
- 19.11 Invoicing will not occur more frequently than on a monthly basis.
- 19.12 The Site owners will not keep, copy, abstract, extract, precise or distribute the whole or any part of any CV passed onto the Site owners in error
- 19.13 i-P-A does not guarantee that any potential employer or client will ask for a candidate's information, ask to interview a candidate or hire a candidate, or that any candidates will be available or will meet the needs of any employer or client. I-P-A cannot guarantee that any employer or client will keep confidential any candidate information or data provided to the potential employer or client. I-P-A assume no responsibility in respect of the existence or availability of any appointment advertised on the Site.
- 19.14 i-P-A makes no representation or warranty as to the final terms and duration of any appointment obtained through its Site. i-P-A is only an advertising vehicle for other business entities.

i-Performance-Analysis Ltd

Registered in England & Wales no. 6357873

VAT number: 918715307

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The above terms and conditions refer to [i-P-A Ltd Terms & Conditions](#) can be found at

<http://i-performance-analysis.com/IPALDTERMSCONDITIONS.pdf>

**All Engagements and contractual arrangements are entered into on the basis of these i-P-A Ltd Terms and Conditions**

The usage of the [www.i-performance-analysis.com](http://www.i-performance-analysis.com) website has terms and conditions. They can be found at

<http://i-performance-analysis.com/ipatermsandconditions.pdf>

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