Website Terms of Use

Document type	Policy
Document owner	Ignite Talent Group Ltd
Approved by	Nicholas Ryan, Director
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This policy states the corporate position for clients, candidates, workers, suppliers and stakeholders as applicable.

Website Terms of Use

These Website Terms of Use govern access to and use of Ignite websites. They are not a substitute for client terms of business, candidate terms, assignment terms or employment contracts.

Purpose

These terms explain permitted website use, intellectual property, reliance, links, acceptable use and liability boundaries.

They should be published on the Ignite website and reviewed when the website, services or group structure changes.

Scope

These terms apply to the Ignite Talent Group website and any related Ignite vertical websites or landing pages controlled by the group.

Policy commitments

- Provide website information in good faith.
- Protect Ignite branding, content and intellectual property.
- Make clear that website information is not a binding offer or professional advice.
- Require users not to misuse the website.
- Link to privacy, cookie and complaints information.

Responsibilities

Directors and senior leaders

- Set the policy direction, provide resources, and maintain accountability for the governance framework.
- Ensure material risks are reviewed and that controls remain proportionate to the size, risk profile and vertical activity of the group.

Managers and consultants

- Apply the policy in day-to-day recruitment, client, candidate and worker interactions.
- Keep records accurate and escalate gaps, concerns or client requirements promptly.

Employees, workers and representatives

- Act honestly, follow approved processes, protect confidential information and report concerns without delay.

How this policy is applied

Website information

Website content is provided for general information about Ignite's recruitment services, verticals, policies and contact routes. It may change without notice.

- Specific engagements are governed by applicable terms, contracts or assignment documents.
- Website content should not be treated as legal, tax, immigration or employment advice.

Acceptable use

Users must not misuse the website, attempt unauthorised access, introduce malware, scrape content unlawfully or submit false or offensive information.

- Security concerns should be reported promptly.
- Ignite may restrict access where misuse is identified.

Intellectual property

Ignite names, logos, content, policy wording, graphics and website materials are protected by intellectual property rights.

- No copying for commercial use without consent.
- Third-party rights remain with their owners.

External links and third parties

The website may link to job boards, client sites, social media, regulators, government pages or third-party services. Ignite is not responsible for third-party content.

- Review material links periodically.
- Remove broken or inappropriate links when identified.

Liability and changes

Ignite will aim to keep content accurate, but does not guarantee that the website will be error-free or uninterrupted.

- Correct errors when identified.
- Update terms as the site develops.

Records and evidence retained

- Website terms version history.
- Website change log.
- Link review records.
- Website incident/security reports.
- Terms approval records.

Reporting concerns

Questions, concerns or requests for further information should be raised through the relevant manager or through the group compliance contact at compliance@ignitetalentgroup.co.uk.

Concerns involving wrongdoing, unsafe practice, exploitation, bribery, unlawful discrimination, data protection or serious non-compliance may also be escalated under the Whistleblowing and Speak-Up Policy.

Approval and review

Approved by	Nicholas Ryan
Position	Director
For and on behalf of	Ignite Talent Group Ltd
Date approved	12 June 2026
Approval method	Approved electronically

Next review	June 2027