



Abijob Terms and Conditions and Policies

Effective Date: January 1, 2026 (last updated)

Introduction and Acceptance

Welcome to Abijob! These Terms and Conditions (the "**Terms**") govern your use of Abijob, a UK-based online job and business listing platform (the "**Platform**"). By accessing or using Abijob – including posting job listings or business listings, or responding to such listings – you agree to these Terms in full. If you do not agree, you must not use the Platform. Abijob may update these Terms from time to time; continued use of the Platform after changes means you accept the revised Terms.

Throughout this document, "**Abijob**" (also "we" or "us") refers to the owners and operators of the Platform. "**User**" (or "you") refers to anyone using the Platform, including individuals, employers, job seekers, business sellers, and buyers. You must be at least 18 years old and legally able to form contracts to use the Platform. Users agree to these Terms (and all incorporated policies) as a condition of using or posting on Abijob.

Platform Service and Role

Abijob is a Neutral Venue: Abijob provides an online venue to connect job seekers with employers and to allow users to post business listings or opportunities. We are **solely a listing intermediary** facilitating initial contact between users ¹. **Abijob is not an employer, recruiter, broker, or agent** for any user ². We do not participate in any hiring decisions, employment arrangements, sales transactions, or negotiations between users. Abijob is **not a party to any contract** that users may enter into with each other ¹. All job offers, business sales, or other agreements are **solely between the users** involved, and you understand that Abijob has no control over, or responsibility for, the terms or performance of any such third-party agreements ³.

No Guarantees: Abijob **does not guarantee** the availability, quality, or outcome of any listing, job, or business opportunity on the Platform. For example, we do not guarantee that posting a job or business will result in responses, that a job applicant will be hired, that a listed business will be sold, or that users will achieve any particular outcome ³. We simply provide the Platform for listings to be published and viewed. All content on Abijob is provided "as is" without any warranty, and while we strive for a reliable service, we make no promises that the Platform will operate uninterrupted or error-free, or that any particular results will occur ⁴.

No Endorsement or Verification: Abijob does **not endorse, vet, or verify** the legitimacy, accuracy, or legality of any user-generated listings or content. We **do not verify** the identity, credentials, or background of users, the truth or legality of job offers or business listings, or whether users have the right or authority to offer what they post ⁵. For example, we do **not confirm** that a business listed for sale actually exists or is legally transferable, nor that an employer has all necessary permits or that a job seeker is legally allowed to work. **Authenticity, legality, and compliance** of listings are the sole responsibility of the user posting them ⁵. All negotiations and dealings are **strictly between users**, who must exercise their own due diligence and judgment in proceeding ⁵.

No Intermediary Services: Abijob is **not** an employment service, staffing agency, business broker, payment processor, or tax advisor. We do not provide hiring, payroll, or brokerage services, and we **are not a tax intermediary** for any transaction. This means we do not collect, hold, or remit any payments or taxes on behalf of users. Any wages, fees, sale proceeds, or other payments exchanged are strictly between the parties involved, and users are responsible for all tax obligations arising from their transactions (such as income tax, VAT, etc.). Abijob will not provide tax forms, employment contracts, or any immigration sponsorship. We do **not** verify or ensure compliance with employment laws, immigration requirements, work visas, licensing, or permit obligations — **users must handle their own compliance.**

User Responsibilities and Obligations

All users of Abijob agree to uphold the following responsibilities to ensure a safe, lawful, and fair marketplace:

- **Provide Accurate Information:** You agree that all information you provide on Abijob (account details, profile information, and listing content) is truthful, current, and accurate. Do not misrepresent your identity, qualifications, job details, business financials, or any other material information. Any material omissions or false/misleading information may lead to content removal or account termination.
- **Obey All Applicable Laws:** You must use the Platform in compliance with all applicable laws and regulations. **Do not post or pursue any listing that would violate any law** (including labor and employment laws, anti-discrimination laws, consumer protection laws, data protection laws, intellectual property laws, etc.). For example, employers must abide by UK employment laws (e.g. paying at least minimum wage, honoring working time regulations), and business sellers must comply with any industry-specific regulations for selling that business. **No listing may involve illegal activities** or purpose ⁶. Users are responsible for obtaining any required licenses, permits, or authorizations for the jobs or businesses they advertise.
- **Verify and Due Diligence:** You are solely responsible for verifying the legitimacy of any opportunity or counterparty before entering into an arrangement. Abijob does not verify users or listings for you. **Before acting on a job or business listing, conduct due diligence** – for job seekers, this means verifying the employer or agency and terms of employment; for employers, verifying applicants' qualifications and right to work; for business buyers, verifying the business's claims, ownership, and financials. **Proceed with caution and common sense** when sharing personal information or money. Abijob will not be liable if you fail to investigate and suffer harm as a result.
- **Own Your Decisions and Transactions: Any engagement or transaction stemming from the Platform is made at your own risk and discretion.** Users are fully responsible for negotiating terms amongst themselves (such as salary, job conditions, sale price, contracts) and for performing their obligations. Abijob **does not supervise or manage** any employment relationship or business deal arising from the Platform; such relationships are strictly between the parties. If you accept a job, you become an employee of that employer (not Abijob). If you buy a business, the contract is solely between you and the seller. **Manage your own agreements, payments, and compliance** with those agreements.
- **Financial and Tax Responsibilities:** You are responsible for any financial transactions or obligations between you and other users. Abijob is not a party to payments or contracts, and we

will not mediate financial disputes. If you are an employer, you are responsible for paying wages or fees to any person you hire. If you are a job seeker or service provider, negotiate and collect your compensation from the other party directly. **All taxes, insurance, and regulatory filings** related to any transaction (for example, income tax on wages, National Insurance contributions, VAT on business sales, or any required reporting to HMRC or other authorities) are **solely your responsibility**. Abijob is not responsible for calculating, withholding, or remitting taxes on your behalf, and we will not provide any tax documentation. Consult a professional advisor if you are unsure of your tax or legal obligations.

- **Accept the Terms and Updates:** By posting a listing or otherwise using Abijob, you confirm you have read and agree to these Terms. If you are posting on behalf of a company or organization, you have the authority to bind that entity to these Terms. You also agree that we may update these Terms occasionally, and continued use of the Platform signifies acceptance of any changes (we will notify users of material changes). If you cannot accept the Terms at any point, you must stop using Abijob and remove any listings.

Prohibited Content and Activities

To maintain a lawful and respectful community, the following **content and activities are strictly prohibited** on Abijob. Users may not post, upload, promote, or engage in any of the following through our Platform:

- **Illegal or Unlawful Material:** Any content that facilitates or involves illegal activity is banned ⁶. This includes job listings or business offers for activities that are criminal or civil offenses (e.g. trafficking, sale of illegal goods or substances, prostitution or solicitation, pyramid schemes, hiring for roles that require breaking the law). **All listings must comply with UK law and any applicable laws** in the jurisdictions involved. You also may not use Abijob to solicit or instruct others on illegal acts ⁷.
- **Adult or Explicit Content:** Abijob is **not an adult services platform**. Do not post listings for adult entertainment, sexual services, pornography, escort or dating services, or any obscene or sexually explicit content. Content that is sexually oriented, pornographic, or exploitative (including of minors) is strictly forbidden ⁸. We also prohibit jobs or businesses in the sex industry or that involve sexually explicit media.
- **Fraud, Scams, and Deceptive Schemes:** Users may not engage in fraudulent or deceptive practices. **No scam listings** – such as fake job offers designed to collect personal data or money, "advance fee" scams, phishing schemes, fraudulent business opportunities, ponzi or MLM schemes presented as jobs, or any content that misleads or defrauds others. Do not post positions that require applicants to pay upfront fees or purchase products as a condition of employment (except legitimate professional license fees disclosed upfront). All offers must be genuine and honestly represented.
- **Hate Speech and Discrimination:** Abijob has zero tolerance for hate speech, harassment, or content that promotes violence or discrimination. **Do not post any content that is abusive, racist, sexist, homophobic, transphobic, xenophobic, or otherwise incites hatred or prejudice** ⁹. This includes slurs, insults, or derogatory remarks aimed at protected characteristics (race, religion, gender, sexual orientation, disability, etc.), and any job posting that expresses illegal preference or bias (e.g. "No [members of a certain group] need apply" is

forbidden). We also prohibit content glorifying extremist organizations or ideologies. Maintain professional and respectful language in listings and communications.

- **Harassment or Harmful Content:** You may not harass, bully, or threaten other users. Content that encourages violence, self-harm, or harm to others is banned ¹⁰. Personal attacks, libelous or defamatory statements, and invasion of privacy (e.g. posting someone's personal details without consent) are not allowed. Keep communications civil and businesslike.
- **Spam and Irrelevant Posts:** Do not spam the Platform with repetitive content or postings unrelated to jobs/businesses. Multi-level marketing (MLM) "opportunities," get-rich-quick schemes, or posts primarily advertising a product or service (rather than a genuine job opening or business listing) are not permitted. Likewise, do not post the same listing in excessive quantity or in irrelevant categories. Such content will be removed.
- **Malware or Security Violations:** You may not upload viruses, malware, or any malicious code through Abijob ¹¹. Any attempt to compromise the Platform's security, hack other accounts, or scrape data is strictly forbidden. Do not include links in listings that lead to harmful or deceptive sites.
- **Impersonation and False Affiliation:** Users must not impersonate any person or entity or falsely claim an affiliation. Do not create accounts or listings pretending to be someone else (e.g., posting a job as a company without authorization). This also means no posting of content that infringes on trademarks or copyrights—use only content (text or images) that you have rights to use.

Abijob reserves the right to determine, in its sole discretion, whether content or conduct violates these rules. **Prohibited content has no place on the Platform and may be removed without notice.** Serious violations (such as posting illegal jobs or hate content) can result in immediate account suspension or banning. We may also report illegal content or activities to law enforcement as appropriate.

Content Moderation and Reporting Abuse

User-Generated Content: Abijob is a user-generated content platform, and **we do not pre-approve or pre-screen every listing** before it is published. Given the volume of postings, it is **impossible for us to monitor all activity at all times** ¹². While we strive to keep the Platform safe and lawful, we rely on our community of users to help us identify misuse.

No Obligation to Monitor: Abijob **may, but is not obligated to, monitor or review** user content (including listings, messages, and feedback) ¹³. We are an intermediary service provider and under UK law we are not obliged to actively police the information posted by users. **We assume no liability for any user content**, whether or not we choose to moderate it ¹³. The user who posts content is solely responsible for it. Abijob's failure to remove a problematic listing does not endorse or approve it, nor does it waive any of our rights.

Our Takedown Rights: Abijob **reserves the right** at our sole discretion to edit, remove, or disable any listing or content that violates these Terms or that we find objectionable, at any time and without liability ¹³. This includes the right to remove content that is flagged by other users or subject to a legal complaint. We may also suspend or terminate accounts that repeatedly violate our rules. However, we do not assume any duty to routinely monitor the Platform or to remove content that may be offensive

or untrue – our moderation actions are generally reactive (based on reports or evident violations) and at our discretion.

How to Report Problems: If you encounter any content that you believe violates these Terms or is otherwise illegal or harmful, **please report it**. You can report abuse by using the "Report" feature next to a listing (if available) or by contacting us at our support email. **User reports are critical** to maintaining platform integrity ¹². We will review reported content and take action as necessary as soon as reasonably possible. AbiJob may also contact the posting user for more information or clarification during an investigation. We appreciate your vigilance in keeping AbiJob safe.

No Duty to Inform or Restore: If content you posted is removed or your account is suspended due to a violation, AbiJob is not obligated to provide reinstatement or a detailed explanation (though we may, at our discretion, inform you of the general reason or allow an appeal). We are also not responsible if our removal of content (for example, deleting a fraudulent listing) causes any inconvenience or loss of data to the user who posted it.

By using AbiJob, you acknowledge and agree that **content moderation decisions are within our final discretion**. Users have no vested right to keep any specific content on the Platform if we determine it violates our policies or the law.

Premium Listings and Boosted Posts

AbiJob offers optional paid services such as "**Boosts**" or **premium listings** that can increase the visibility of your job or business listing on the Platform. The following terms apply to any paid listing promotions:

- **Visibility Only – No Guaranteed Results:** Purchasing a boost or premium placement will cause your listing to be highlighted or shown more prominently (for example, featured at the top of search results or marked as "Sponsored"), thereby potentially increasing its exposure to other users. However, **AbiJob does not guarantee that you will receive any applications, inquiries, leads, or successful outcomes** from a boosted listing ³. Boosting improves visibility but **is not a promise of engagement**. Even with a premium listing, there is **no guarantee** that you will fill your job vacancy or sell your business. Other factors (such as market demand, listing quality, user interest) are outside our control.
- **Payment and Activation:** Fees for boosts or premium listings (the "**Boost Fee**") must be paid in full at the time of purchase. Pricing and duration of boosts will be as stated on the Platform at the time of your purchase (and may change from time to time for future purchases). Once payment is successful, your listing will be marked for promotion and the boost will be considered **activated** (promotion typically begins immediately or within a short time thereafter). You are responsible for ensuring your listing complies with our terms **before** purchasing a boost; paying for a boost does not exempt you from content rules.
- **No Refunds Policy:** All boost/premium listing payments are final and non-refundable ¹⁴. **No refunds will be issued after a boost is activated, even if you receive no responses or are unsatisfied with the outcome**. By opting for a paid promotion, you accept the risk that you may not achieve the desired result. Additionally, if you choose to remove your listing early or it expires naturally after the boost duration, you will not be entitled to a refund for any unused time. **Refunds will also not be provided if your listing or account is removed or suspended** due to a violation of these Terms ¹⁵. (For example, if we discover your listing is fraudulent and

delete it, you will not get a refund for any remaining boost period.) We may consider refunds **only in cases required by law or in our sole discretion under extraordinary circumstances** (e.g., a widespread technical failure of the Platform that prevented the boost from running at all). Any such exception will be determined by Abijob on a case-by-case basis.

- **Service Delivery:** We strive to deliver the boost service as described (e.g., featuring your listing for the purchased duration). If a technical error on our end prevents your boosted listing from being displayed as promised, please notify us promptly. Abijob's liability in such cases is limited to either re-running the promotion for the appropriate duration once the issue is fixed, or providing an account credit or extension of the boost period. At our discretion, we may offer a refund in the event that a paid promotion failed to run entirely due to our platform fault. However, minor issues (such as temporary downtime or a brief delay in promotion) will not generally qualify for any refund since the promotion will resume once the Platform is operational.
- **No Chargebacks Abuse:** If you dispute a valid boost charge with your bank or credit card (a chargeback) after receiving the service, Abijob reserves the right to suspend your account pending resolution. We consider chargeback abuse a violation of these Terms. We will provide records of your purchase and usage to dispute any unjustified chargeback. Any bank fees incurred due to dispute may be charged back to you.

By purchasing a boost or premium listing, you acknowledge these terms. **Always review your listing content for compliance before boosting**, as no refund will be given if it's removed for violating our rules. Boost fees and features are clearly disclosed; if you have questions about how boosts work, contact support *before* buying.

Disclaimers of Warranties

Platform Provided "As-Is": Abijob provides the Platform and all services on an **"as is" and "as available" basis**, without any warranties of any kind. **Use of the Platform is at your own risk** ¹⁶. To the fullest extent permitted under law, Abijob **disclaims all warranties or conditions**, express or implied, regarding the Platform and any content on it. This includes, but is not limited to, implied warranties of merchantability, fitness for a particular purpose, title, non-infringement, accuracy, or reliability. We do not warrant that the Platform will meet your requirements or expectations, or that it will be uninterrupted, timely, secure, or error-free ¹⁷. We do not guarantee any results from using the service, and no advice or information obtained from Abijob or through the Platform shall create any warranty not expressly stated here.

Specifically, **Abijob makes no representation or warranty** that: (a) any jobs, business listings, or other content on the Platform are accurate, complete, or reliable; (b) communications between users (or with potential employers/buyers or employees/sellers) will be secure or delivered; (c) any employment or business transaction will be successful or satisfactory to the parties; or (d) there will be no mistakes or errors in listing data (such as pricing, descriptions, requirements). **All content is user-provided and we do not verify it**, so you bear all risk when relying on it.

No Warranty for Third-Party Actions: Abijob also makes no warranty regarding any third-party entities you may deal with through the Platform. Any employment obtained, or business purchased, through Abijob is strictly a private arrangement between the users. We do not ensure that employers or sellers will honor their commitments or that job seekers or buyers will perform theirs. **Proceed with caution and use at your own discretion.**

Limitation of Liability

To the maximum extent allowed by law, **Abijob (including our directors, officers, employees, and affiliates) will not be liable for any damages or losses arising from or related to your use of the Platform, or your interactions with other users.** This exclusion of liability applies **regardless of the theory of liability** (contract, tort, negligence, statutory, or otherwise). In particular, Abijob is **not liable for any of the following**:

- **User Conduct and Content:** We are **not responsible for the acts or omissions of any user**, including any illegal acts, fraud, misrepresentation, harassment, or negligence by users of the Platform. If another user (employer, job seeker, buyer, or seller) behaves improperly or breaks the law, **Abijob is not liable for their actions.** The content they post is their sole responsibility ¹³. For example, if a user posts a fraudulent job and you rely on it, or if a seller misrepresents a business for sale, any loss you suffer is between you and that user – Abijob is not responsible.
- **Outcome of Listings or Transactions:** **Abijob is not liable for any loss of opportunity, lost wages, or lost profits** in connection with jobs or sales through the Platform. If you spend time or money pursuing a listing that doesn't result in employment or a successful sale, or if a deal falls through, we will not compensate you for that loss. Similarly, if you hire someone or buy a business through Abijob and it doesn't work out (e.g., the employee quits or the business underperforms), that is solely between you and the other party. **We do not guarantee outcomes, and we have no liability for how things turn out** ³.
- **Injuries or Damages in the Workplace or Transactions:** Abijob **has no liability for any personal injury, death, or property damage** that may occur in the course of a job or business transaction initiated through our Platform. For example, if you are injured at a job you found on Abijob, or if a business buyer is harmed during an inspection of a listed business, **Abijob is not responsible** for those events. Any remedies would need to be pursued against the employer, business owner, or relevant party – not Abijob. We do not oversee or control the workplace or business environments that users may enter; those are the employer's or owner's responsibilities.
- **Illegal or Improper Use of Platform:** If someone uses Abijob for unlawful purposes or in violation of these Terms (such as posting prohibited content, running scams, or misusing your data), **Abijob is not liable for the consequences of that misuse.** We will make reasonable efforts to address violations when notified, but we are not responsible for the damages caused by third-party misconduct on the Platform. Likewise, if you misuse the Platform and that misuse causes harm to someone else, you are solely liable for any harm, and you must not attempt to hold Abijob responsible.
- **Indirect or Consequential Damages:** In no event will Abijob be liable for any **indirect, incidental, special, consequential, or punitive damages**, or for any loss of data, revenue, profits, goodwill, opportunities, or other economic advantage arising out of or related to your use of Abijob ¹⁶. This limitation holds even if we have been advised of the possibility of such damages. Abijob's role is limited to providing the platform, and we do not accept liability for losses that are only tenuously related to our services.
- **Platform Downtime or Errors:** Abijob strives for uptime and accuracy, but we will not be liable for any inability to use the Platform, or for any delay, error, or omission in the service. Technical issues (such as server outages, software bugs, or data loss) may occur. You agree that **Abijob**

shall not be liable for any damage or loss resulting from technical problems or the unavailability of the Platform, although we will endeavor to fix issues promptly.

Maximum Liability: To the extent that any liability may still arise that is not lawfully excludable, you agree that **the maximum aggregate liability of Abijob** to you (for all claims combined) is limited to **the greater of:** (a) the total fees you paid to Abijob (if any) in the 6 months prior to the event giving rise to the liability; or (b) £100 GBP. If you have never paid any fees to Abijob, our maximum liability to you for any claim will be £100. This limitation reflects the allocation of risk and the fact that our service is largely free to use for basic listings.

No Liability for Linked Sites: The Platform may contain links to third-party websites or resources (for example, a company's website, or a payment service). Abijob is not responsible or liable for the content, products, or services on third-party sites. If you visit or transact on a third-party site, you do so at your own risk and should review their terms and policies.

Important: *Nothing in these Terms is intended to limit or exclude any liability which cannot be limited or excluded under applicable law.* In particular, **we do not exclude or limit liability for death or personal injury caused by our own negligence, or for our own fraud or fraudulent misrepresentation, or any other liability which by law cannot be excluded** ¹⁸. Additionally, these Terms do not affect any **statutory rights** you may have as a consumer under UK law that cannot be waived. However, to the extent permitted by law, all other liability of Abijob is excluded or limited as set forth above.

You acknowledge that Abijob is **not liable** for matters beyond its direct control and that these limitations of liability are reasonable given the nature of an online listing service. This section will survive termination of your use of Abijob.

Indemnification

You agree to indemnify, defend, and hold harmless Abijob, its parent company, affiliates, and their respective officers, directors, employees, and agents (collectively, the "Abijob Parties") from and against any and all claims, demands, lawsuits, liabilities, damages, or expenses (including reasonable legal fees) arising out of or related to: **(a)** your use or misuse of the Platform; **(b)** any content you post or submit on Abijob; **(c)** your breach of these Terms or violation of any applicable law or regulation; or **(d)** your infringement of any third-party rights (such as intellectual property, privacy, or contractual rights) in connection with your use of Abijob ¹⁹.

This means you will be responsible for any loss or damage the Abijob Parties suffer as a result of your actions or content on the Platform. For example, if you post content that defames someone and Abijob is sued because of it, or if you unlawfully misrepresent a job/business and a dispute arises, you agree to cover all costs and damages incurred by Abijob (including legal costs) due to that issue. Abijob reserves the right to assume the exclusive defense and control of any matter otherwise subject to indemnification by you, in which case you agree to cooperate with our defense. This indemnity obligation will survive any termination of your account or of your use of the Platform.

Cookies and Data Usage

Cookies & Similar Technologies: Abijob uses cookies and similar tracking technologies to enhance user experience, analyze site traffic, and for security and functional purposes. A cookie is a small text file placed on your device that helps the website recognize you and remember your preferences. When you visit Abijob, we may store or retrieve information on your browser, mostly in the form of cookies.

We categorize cookies on Abijob as follows:

- **Essential Cookies:** These are cookies that are **strictly necessary** for the operation of our website and services. They enable core functionality such as user log-in, account authentication, security, and network management. **Essential cookies do not require user consent** because the site cannot function properly without them ²⁰. For example, when you sign in, we use a cookie to maintain your session. These cookies are always active; if you disable them via your browser settings, some parts of the site may not work.
- **Non-Essential Cookies:** These include cookies used for analytics, performance tracking, personalization, and advertising. They help us understand how users interact with the site (e.g., Google Analytics cookies), remember user preferences beyond the essentials, or provide marketing content. **Non-essential cookies require your prior consent** under UK data protection laws ²⁰. We will not set any non-essential cookies on your device unless and until you have given consent.

Cookie Consent Banner: In compliance with UK GDPR and the Privacy and Electronic Communications Regulations, Abijob displays a **cookie consent banner** when you first visit our site. This banner clearly informs you that we use cookies, explains the categories of cookies, and gives you a choice to **Accept** or **Reject** non-essential cookies (with an option to view more details or customize your preferences). Consent must be obtained through a **clear affirmative action** – e.g., clicking "Accept" on the banner – after we have given you clear and comprehensive information about the cookies' purposes ²⁰. Simply continuing to browse without clicking accept is **not** considered consent for non-essential cookies ²¹. You have the right to reject non-essential cookies just as easily as to accept them. The banner includes a "Reject" or "Manage Preferences" option that allows you to decline cookies or selectively allow certain types.

If you click "Accept", you agree that we may place and use all categories of cookies described. If you click "Reject" or decline cookies, we will not set non-essential cookies on your browser, and only essential cookies (which do not require consent) will be used to keep the site functional. You can also click "Preferences" (or similar) on the banner to get a detailed breakdown of cookie categories and choose which to allow or block.

Changing Your Cookie Settings: Even after you've made an initial choice, you can **modify your cookie preferences at any time**. We provide a Cookie Settings link (or accessible mechanism, e.g., via our Privacy/Cookie Policy page) where you can revisit and change your consent for different cookie types. Additionally, most web browsers allow you to control cookies through their settings (you can usually remove or block cookies). However, please note that disabling all cookies (including essential cookies) via your browser may impact site functionality.

Cookie Use Details: For transparency, here is how we generally use cookies on Abijob: - *Essential*: to remember your login session, security tokens (to prevent fraudulent use of accounts), load balancing (to ensure our site loads quickly). - *Analytics*: to collect anonymous statistics on site usage (e.g., number of visits, popular pages) so we can improve our service. We use reputable third-party analytics tools that may set their own cookies, but only if you consent. - *Preferences*: to remember choices you made (like language or region selection) for a more personalized experience. - *Advertising*: (If applicable) to deliver relevant ads or limit ad frequency – currently, Abijob may have minimal advertising, but if any, such cookies would also be non-essential and require consent.

We do **not** use cookies to collect sensitive personal data without consent, nor to pass user information to third parties for their own use without consent. Any personal data collected via cookies is handled according to our Privacy Policy (see that document for more details on data handling and your rights under UK GDPR).

Cookie Consent and Compliance: Abijob's cookie practices adhere to UK law and guidance. By giving consent, you acknowledge that cookie data (which may include personal data like IP addresses or unique IDs) will be processed for the indicated purposes. If you decline cookies, we will respect that choice – you might notice slightly less personalized content or need to re-enter preferences on each visit, but the core services will remain available. We maintain a record of user consents as required. If our use of cookies changes, we will update our banner and policies and may prompt you for consent again.

For more information, please see our full Cookie Policy and Privacy Policy (links available on our site). If you have any questions or concerns about our use of cookies, you can contact us for clarification.

By using Abijob and either accepting cookies or continuing with only essential cookies, you acknowledge our cookie practices as described above.

Governing Law and Jurisdiction

These Terms (and any dispute or claim arising out of or in connection with them or the use of the Platform) shall be **governed by the laws of England and Wales**. This choice of law applies regardless of your location, though nothing in these Terms deprives you of any protections under consumer laws in your country of residence that are mandatorily applicable.

In the event of any dispute between you and Abijob relating to the Platform or these Terms, we encourage you to contact us first to seek an amicable resolution. However, if a legal claim arises, you and Abijob **agree to submit to the exclusive jurisdiction of the courts of England and Wales** for the resolution of all such disputes or claims ²². You agree that England and Wales is a convenient forum and you waive any objection to proceedings in those courts on the grounds of venue or that the forum is not appropriate.

If you are using Abijob as a consumer (for personal, non-business use), and if by law a particular dispute is required to be heard in your country of domicile, this Governing Law and Jurisdiction section will apply to the extent permitted. Otherwise, it does not limit any right you have to bring a claim in your local courts under applicable consumer protection laws.

Miscellaneous

No Agency: Use of Abijob does not create any joint venture, agency, partnership, or employment relationship between Abijob and any user. You cannot represent that you are in any way an agent of Abijob or authorized to bind Abijob.

No Waiver: If Abijob does not enforce a provision of these Terms, that does not mean we waive our right to do so later. Any waiver of rights by Abijob must be explicit and in writing.

Severability: If any provision of these Terms is found to be invalid or unenforceable by a court, the remainder of the Terms will continue in full force. We intend for all provisions to be enforced to the maximum extent permitted by law.

Entire Agreement: These Terms (along with any additional policies referenced, such as our Privacy Policy and Cookie Policy) constitute the entire agreement between you and Abijob regarding the use of the Platform, and supersede any prior agreements or understandings (whether written or oral) relating to your use of Abijob.

Contact Information: If you have questions or need to contact Abijob regarding these Terms or any issue, please reach out to us at support@Abijob.com (or the contact method provided on our official website). We will make efforts to respond promptly to user inquiries.

By using the Abijob Platform, you acknowledge that you have read, understood, and agree to all of the above Terms and Policies. This combined policy is meant to protect both you and Abijob by clarifying everyone's rights and responsibilities. Thank you for contributing to a trustworthy and lawful community on Abijob.

1 4 5 19 Terms & Conditions | Top Selling Property

<https://www.topsellingproperty.com/terms-of-service>

2 3 Terms of Service | ChiselJobs

<https://chiseljobs.com/tos>

6 7 8 9 10 12 Content Guidelines | Voices | Voices

https://www.voices.com/company/terms-and-policies/content_guidelines

11 13 PCI Security Standards Council – Protect Payment Data with Industry-driven Security Standards, Training, and Programs

https://www.pcisecuritystandards.org/terms_and_conditions/

14 15 Refund & Cancellation Policy | Lynk - Buy & Sell Anything

<https://lynk-it.app/refund-and-cancellation-policy/>

16 17 22 Legal Information | Wales

<https://www.wales.com/legal-information>

18 Terms - National Tax Office

<https://www.nationaltaxoffice.com/terms/>

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<https://gvzh.mt/gvzh-trustees-privacy-notice/>