

# **THE TERMS AND CONDITIONS OF USE OF FEASTS AGRI-JOBS PLATFORM**

## **1. INTERPRETATION AND DEFINITIONS**

### **Interpretation**

In this Agreement, words and phrases that are capitalized have the meanings given to them under the “Definitions” section below. These Terms and Conditions apply to all Users of the Feasts Agri-Jobs Platform, including Employers and Job Seekers, and govern the use, access, and participation in all services provided through the Platform. Where the context requires, words in the singular include the plural and vice - versa. References to “including” or “such as” mean “including but not limited to.” Any ambiguity in the interpretation of these Terms shall not be construed against the Company as the drafting party.

### **Definitions**

For purposes of this Agreement:

- “Platform” means the Feasts Agri-Jobs web-based employment platform operated by Feasts Consultants International, including all pages, tools, and features accessible online.
- “Company” means Feasts Consultants International Ltd., its directors, employees, and authorized representatives.
- “User” means any person who accesses or uses the Platform, including both Employers and Job Seekers.
- “Employer” means any User who posts a job vacancy, searches for candidates, pays for access to candidate contacts, or hires through the Platform.
- “Job Seeker” means any User who creates a profile, applies for jobs, or seeks employment through the Platform, whether verified or unverified.
- “Verified Job Seeker” means a Job Seeker who has completed the physical verification and assessment process and paid the applicable verification fee.
- “Unverified Job Seeker” means a Job Seeker who has not completed the verification process or whose verification has expired.
- “Service” means all features offered by the Platform, including job posting, candidate matching, access to contacts, verification services, messaging features, and payment - based services.
- “Content” means all information submitted, uploaded, or shared on the Platform by any User, including personal data, job postings, profiles, and communication.
- “Agreement” means these Terms and Conditions, together with any policies referenced herein.

- “Payment Plan” refers to the different service access models offered to Employers and Job Seekers, including Direct Connect, Smart Match, Full Service, and Instant Connect Pass.
- “Verification” refers to the physical assessment process where the Company validates the Job Seeker’s identity, skills, and qualifications for the purpose of upgrading their account to a Verified status.

## **2. ACKNOWLEDGMENT**

These Terms and Conditions form a legally binding agreement between you and the Company. By accessing or using the Feasts Agri-Jobs Platform, You acknowledge that you have read, understood, and agreed to be bound by these Terms. If you do not agree with any part of this Agreement, You must discontinue use of the Platform immediately.

You acknowledge that the Platform is an intermediary service only and does not employ, monitor, supervise, or control the actions or behavior of Employers or Job Seekers. All Users agree that they use the Platform at their own discretion and they understand the risks associated with interacting with third parties online, accept full responsibility for evaluating job opportunities and user conduct, and agree to exercise caution, judgment, and lawful conduct at all times. Users are responsible for employment decisions, interactions, and engagements made through the Platform are entirely independent of the Company.

By creating an account or using the Service, You affirm that:

- You are at least 18 years old;
- You have legal capacity to enter into an agreement;
- The information You provide on the Platform is accurate, complete, and truthful; and
- You will comply with all applicable laws, labour regulations, and safety requirements when interacting with other Users.

Continued use of the Platform after any updates or modifications to these Terms constitutes acceptance of the revised Terms.

## **3. PLATFORM SERVICES AND SCOPE OF USE**

The Feasts Agri-Jobs Platform (“the Platform”) operates exclusively as a digital intermediary designed to facilitate employment - related connections between Employers and Job Seekers within the agricultural sector. The Company provides access to tools that enable Users to create profiles, post job vacancies, review suggested candidates, apply for opportunities, obtain contact information upon payment of applicable fees, and utilize algorithm - driven matching services. The Company may also offer verification services for Job Seekers, whereby certain aspects of identity, skill

competence, and professional background are assessed for the sole purpose of enhancing credibility within the Platform.

The Company does not, at any stage, participate in or assume responsibility for the negotiation, supervision, management, performance, continuity, or legality of the employment relationship that may arise between Users. The Platform is not an employment agency, labour recruiter, or contracting entity, and it neither guarantees nor warrants employment availability, job suitability, candidate availability, or the outcome of any engagement initiated through the Platform. All Services are offered strictly on an “as available” basis, subject to technical limitations, system updates, payment validation, verification capacity, and the accuracy of information supplied by Users.

The Company reserves the exclusive right without obligation to modify, suspend, withdraw, enhance, or discontinue any aspect of the Platform or its Services at its sole discretion and without liability. Use of the Platform is expressly limited to lawful purposes and to activities that align with these Terms. Any unauthorized, fraudulent, deceptive, or harmful use constitutes grounds for immediate account suspension or termination, without prejudice to the Company’s right to pursue legal remedies.

#### **4. USER RESPONSIBILITIES**

By accessing or utilizing the Platform, every User whether an Employer or Job Seeker accepts full and independent responsibility for their conduct, decisions, and interactions made through or following use of the Platform. Users undertake to provide information that is truthful, complete, and not misleading in any manner. Any falsification, misrepresentation, omission, or concealment of identity, qualifications, employment history, job conditions, or intentions constitutes a material breach of this Agreement and may result in account suspension, verification revocation, or imposition of applicable re-verification fees.

Employers acknowledge that they alone bear the obligation to evaluate the suitability, integrity, reliability, competence, and background of Job Seekers prior to entering any employment arrangement. Job Seekers equally acknowledge that they alone bear the responsibility to assess the legitimacy, safety, conditions, and appropriateness of any employment opportunity or employer presented on the Platform. The Company does not guarantee the accuracy, behavior, legality, character, or safety of any User, and no User may rely on the Platform as a substitute for independent due diligence, background checks, or compliance with labour and security regulations.

Users agree to use the Platform solely for lawful purposes and in a manner consistent with Ugandan laws, regional labour regulations, and international standards governing ethical employment practices. Users must refrain from any actions that may compromise the integrity, security, or functioning of the Platform, including unauthorized access, data scraping, reverse engineering, malicious interference, or exploitation of any system vulnerabilities. Users further agree not to extract, misuse, or commercially repurpose information obtained from the Platform outside the scope of these Terms.

All Users are responsible for safeguarding their login credentials, and any activity conducted under a User's account shall be deemed the activity of that User. The Company shall not be liable for losses arising from compromised accounts, negligence in protecting personal information, or unauthorized access resulting from the User's failure to uphold account security.

Continued access to the Platform is conditional upon strict adherence to these responsibilities. The Company may, at its discretion and without prior notice, suspend, restrict, or permanently terminate a User's access where conduct is deemed harmful, unlawful, deceptive, unsafe, or inconsistent with the intended use of the Platform.

## **5. VERIFICATION AND RE-VERIFICATION POLICY**

The Platform offers an optional verification service for Job Seekers intended to enhance trust, credibility, and employability within the system. Verification consists of an in-person assessment carried out by the Company to confirm identity, review skill competence, and authenticate educational or professional claims. Verification does not constitute a guarantee of employment, nor does it amount to a certification of behavior, moral character, or future performance. It is solely designed to assist Employers in making informed decisions.

Once verified, a Job Seeker is assigned a Verified status within the Platform. This status remains valid until the User updates substantive information on their profile, including but not limited to education, technical skills, agribusiness skills, specialized competencies, or major employment experience. Any such update automatically triggers a re-verification requirement, during which the User will temporarily revert to unverified status until the process is completed.

Re-verification may also be initiated by the Company where there is reasonable suspicion that a User has provided false, misleading, or incomplete information during the verification process or at any time thereafter. In such cases, the User may be required to undergo an additional assessment before the Verified status is restored. The Company reserves the right to impose administrative fees for both voluntary and compulsory re-verification and may decline to reinstate Verified status where dishonesty, identity manipulation, or fraudulent conduct is established.

The Company further reserves the right to schedule, postpone, or consolidate verification sessions based on operational capacity, demand levels, or security protocols. Users acknowledge that verification timelines may vary depending on the number of applicants and logistical considerations, and that the Company may communicate verification dates either automatically or manually as circumstances require.

## **6. PRICING PLANS AND PAYMENTS**

Access to certain services on the Platform is subject to payment under designated pricing plans offered to both Employers and Job Seekers. These pricing plans may

include, but are not limited to, Direct Connect for Employers, Smart Match, Full Service recruitment facilitation, and the Instant Connect Pass for Job Seekers. Each plan provides different levels of access to Platform features and candidate or employer information. The Direct Connect plan allows Employers to search for and select individual Job Seekers for contact access but does not include bundled contact access. By contrast, the Instant Connect Pass grants eligible Job Seekers access to a fixed number of Employer contacts as defined by the prevailing policy.

All fees, charges, or payments made on the Platform are governed by the pricing structure in effect at the time of the transaction. The Company expressly reserves the right to modify its pricing, introduce promotional offers, revise access rights, discontinue plans, or establish new pricing models at any time without prior notice. Users are responsible for reviewing the most current pricing information before initiating any paid transaction.

Payments made through the Platform authorize the Company to grant digital access to the specified service for the period, quantity, or scope applicable to that plan. Users acknowledge that payment constitutes acceptance of the associated access terms and that the Company is not obligated to provide refunds, reversals, or compensation except where expressly required by law or at the sole discretion of the Company.

The Company is not responsible for failed payments, delayed transactions, or technical errors arising from third-party payment processors. Users must ensure that payment information provided is accurate and that they have sufficient funds or authorization to complete the transaction. Unauthorized, fraudulent, or disputed payments may result in account suspension, withheld access, or additional verification requirements.

Nothing in this section shall be construed as obligating the Company to guarantee employment outcomes, candidate availability, job suitability, or uninterrupted access to the Platform's paid services.

## **7. MATCHING ALGORITHM CONDITIONS**

The Platform employs a proprietary matching algorithm designed to compare Employer requirements with Job Seeker profiles using predetermined evaluation criteria. These criteria may include technical skills, agribusiness skills, specialized competencies, education background, work experience, enterprise familiarity, salary expectations, geographical proximity, and other parameters deemed relevant to matching suitability. The algorithm generates a comparative score intended solely to assist Employers in identifying potentially compatible candidates. It does not constitute a recommendation, guarantee, certification of ability, or assurance that the matched candidate is suitable, available, truthful, or safe for employment.

The Company retains full and exclusive discretion to adjust the algorithm, revise weighting factors, introduce new criteria, or remove existing parameters without prior notice. Users acknowledge that algorithmic outcomes are generated automatically

based on the information submitted by Users and that the Company is not responsible for inaccuracies resulting from incomplete, exaggerated, misleading, or false data. A match score is not a substitute for an Employer's independent due diligence and does not impose any obligation on either party to proceed with employment.

The Company expressly disclaims liability arising from reliance on algorithmic outputs, including mismatches, low compatibility, unavailability of candidates, or any consequences resulting from Employer or Job Seeker decisions influenced by algorithmic scoring. Users understand that algorithm results may evolve over time as profiles are updated or as new Job Seekers join the Platform. The Company is under no obligation to re - run algorithmic results unless initiated by designated Platform processes or paid plans that require such action.

## **8. USER ACCOUNTS**

To access key features of the Platform, Users are required to create an account by providing accurate and complete information. All Users must upload a valid government - issued identification document as part of their registration or verification process. Acceptable forms of identification include a National Identification Card, a valid Driver's License, or a valid Passport. The Company reserves the right to request additional identification documentation if the submitted materials are unclear, inconsistent, or suspected to be fraudulent.

Users are responsible for ensuring the information associated with their accounts remains current and truthful. Any modification to material information such as skills, education, training, or employment experience may trigger a re-verification requirement pursuant to Section 5 of this Agreement. The Company may suspend or terminate accounts where false, misleading, or deceptive information is detected, or where User conduct undermines the integrity or safety of the Platform.

Users are solely responsible for maintaining the confidentiality of their login credentials and restricting access to their accounts. Any activity conducted under a User's account shall be presumed to have been carried out by that User, irrespective of whether the activity was authorized. The Company shall not be liable for losses arising from compromised login information, negligent account management, or unauthorized access attributable to User oversight.

The creation of duplicate accounts, impersonation of another individual, misrepresentation of identity, or attempts to circumvent verification processes are strictly prohibited and may lead to immediate account termination, report to relevant authorities, or permanent exclusion from the Platform. Access to the Platform is a privilege, not a right, and continued use is contingent upon strict adherence to these Terms, ethical conduct, and lawful behavior at all times.

## **9. USER CONTENT**

Users may submit, upload, transmit, or display information on the Platform, including but not limited to personal details, employment history, education records, skills, job postings, messages, reviews, and any other material shared through their accounts (“User Content”). By submitting such Content, Users represent and warrant that the information provided is accurate, lawful, and owned or controlled by them, and that they possess all necessary rights and permissions to make such Content available.

User Content remains the sole responsibility of the individual who submits it. The Company does not pre - screen, verify, or control User Content and therefore makes no assurances regarding its accuracy, completeness, or authenticity. However, the Company may, at its sole discretion, review, edit, remove, or restrict access to Content that appears misleading, harmful, unlawful, offensive, fraudulent, or inconsistent with these Terms.

By uploading or submitting User Content, Users grant the Company a non - exclusive, royalty - free, worldwide, transferable right to store, display, process, analyze, and utilize the Content solely for operating, improving, and securing the Platform, and for facilitating employment - related interactions between Users. This license does not grant the Company ownership of User Content, nor does it authorize the Company to use the Content for unrelated commercial purposes.

Users acknowledge that any Content shared on their profiles may be visible to other Users to the extent permitted by the Platform’s design. Sensitive information is handled in accordance with applicable privacy standards; however, Users remain responsible for exercising caution when choosing the information they disclose. The Company shall not be liable for any loss, harm, or dispute arising from the User’s voluntary disclosure of information through the Platform.

## **10. CONTENT RESTRICTIONS**

Users agree that they shall not upload, publish, transmit, or distribute any Content that violates these Terms, infringes upon the rights of others, or undermines the lawful and ethical functioning of the Platform. Content that is false, deceptive, misleading, incomplete, or submitted with the intention to misrepresent identity, qualifications, job conditions, or employment history is strictly prohibited. Users must not post any material that is defamatory, offensive, discriminatory, threatening, abusive, or intended to harass or endanger another User.

Content that promotes or facilitates unlawful behavior including human trafficking, forced labour, exploitation, fraud, harmful employment practices, or any criminal activity is expressly forbidden. Users shall not upload Content that violates intellectual property rights, contains unauthorized personal information belonging to third parties, or includes malicious software, viruses, or harmful code intended to disrupt or compromise the Platform’s security.

The Platform may not be used for advertising unrelated services, soliciting external commercial business, diverting Users to competing platforms, or any activity inconsistent with the intended purpose of facilitating legitimate agricultural employment engagements. The Company reserves the right, but is not obligated, to monitor, review, or remove any Content that breaches these restrictions or is reasonably suspected to pose risk to other Users or to the integrity of the Platform.

Violation of this section constitutes a material breach of these Terms and may result in immediate suspension, account termination, loss of Verified status, restriction of access to paid services, and where applicable reporting to relevant authorities. Users agree that the Company shall bear no liability for Content that is removed or restricted under this provision.

## **11. MESSAGING & NOTIFICATIONS**

The Platform provides messaging, alert, and notification features designed to facilitate communication between Users and the Company. These communication tools serve strictly as operational conveniences and do not constitute formal contractual advice, guarantees, or binding commitments from the Company.

The Company may transmit notifications concerning verification schedules, match results, system updates, payment reminders, or security prompts. Users acknowledge that message delivery may at times be delayed or disrupted due to technical limitations beyond the Company's control. The Company shall not be liable for any loss, missed opportunity, delay, or misunderstanding arising from undelivered, misdirected, or misinterpreted messages or notifications.

Users agree that all communication conducted through Platform channels must remain lawful, respectful, and professional. Misuse of the messaging function including harassment, threats, impersonation, solicitation, or dissemination of harmful content constitutes grounds for immediate account restriction or termination.

The Company reserves the right to monitor, archive, or review communications sent through the Platform's internal messaging system for purposes of compliance, quality assurance, fraud prevention, and dispute resolution, subject to applicable data protection laws. The Company does not, however, guarantee the review or intervention in every communication thread.

## **12. PROHIBITED USES**

Users agree not to use the Platform for any unlawful, harmful, deceptive, or unethical purpose. The Platform shall not be used to engage in human trafficking, forced labour, exploitation, fraud, or any activity that endangers the safety, rights, or dignity of any person. Users must not impersonate others, falsify information, manipulate their profiles, or engage in conduct intended to mislead, exploit, or harm other Users.



The Platform may not be used to harvest data, conduct automated scraping, create competing databases, or replicate the Platform's services. Users are expressly prohibited from interfering with the functionality, security, or integrity of the Platform through hacking attempts, reverse engineering, password mining, unauthorized access, or the introduction of malicious code or harmful software.

Users must not use the Platform to solicit Users to leave the Platform, divert business, advertise unrelated services, or promote external recruitment schemes. Engagement in pyramid schemes, fraudulent hiring schemes, or any practice that violates labour laws or ethical standards is strictly forbidden.

Any attempt to access restricted areas of the Platform, manipulate algorithmic results, bypass payment requirements, exploit system vulnerabilities, or misuse verification services constitutes a serious violation of these Terms. The Company reserves the right to suspend, restrict, or permanently terminate any User account engaged in prohibited activities, and may report such conduct to the relevant authorities when required or deemed necessary.

### **13. INTELLECTUAL PROPERTY RIGHTS**

All intellectual property associated with the Feasts Agri-Jobs Platform including but not limited to software code, algorithms, databases, trademarks, service marks, logos, design layouts, proprietary matching mechanisms, verification methodologies, text, graphics, and overall Platform architecture is the exclusive property of Feasts Consultants International Ltd. or its licensors. No User acquires any ownership rights by accessing or using the Platform.

Users are granted a limited, revocable, non - transferable license to access and use the Platform strictly for lawful purposes and in accordance with these Terms. This license does not permit Users to copy, reproduce, modify, distribute, sell, sublicense, publicly display, reverse engineer, scrape, extract data from, or otherwise exploit any portion of the Platform for commercial or competitive purposes.

Any unauthorized use of the Platform's intellectual property constitutes a material breach of this Agreement and may result in immediate termination of access, civil liability, and/or criminal prosecution. The Company reserves the right to pursue all available remedies in the event of infringement. Users acknowledge and agree that the Company retains all rights, titles, and interests in its intellectual property, and nothing in these Terms shall be interpreted as transferring such rights.

### **14. USER FEEDBACK**

Users may submit feedback, reviews, suggestions, comments, or performance reports relating to their experience on the Platform. All such feedback shall be voluntary and may be used by the Company to improve its services, develop new features, conduct quality assessments, or support dispute resolution processes.

By submitting feedback, Users grant the Company a non - exclusive, perpetual, irrevocable, royalty - free license to use, reproduce, display, or distribute such information, provided that no personally identifiable information is disclosed without the User's consent, except as required by law.

The Company does not warrant the truthfulness, accuracy, or fairness of feedback submitted by Users, and shall not be liable for any harm arising from opinions, ratings, or evaluations posted by other Users. Users are prohibited from submitting feedback that is defamatory, deceptive, retaliatory, discriminatory, or otherwise unlawful. The Company may remove or disable access to feedback content that violates these Terms or applicable laws, without prior notice.

Feedback mechanisms are not to be used as channels for emergencies, legal notices, or formal complaints regarding unlawful conduct. Any matter involving criminal behavior, trafficking, exploitation, or threats to safety must be reported to the appropriate authorities.

## **15. LINKS TO THIRD-PARTY WEBSITES**

Our platform may contain links to third-party websites or services that are not owned or controlled by the Platform. We provide these links solely for your convenience and do not endorse, guarantee, or assume responsibility for the content, products, services, or practices of any third-party websites.

By using such third-party links, you acknowledge and agree that the Platform shall not be responsible or liable, directly or indirectly, for any damage, loss, or inconvenience caused or alleged to be caused by or in connection with the use of any content, goods, or services available on or through such third-party websites.

We encourage you to carefully review the terms and privacy policies of any third-party websites you visit. Your use of these websites is entirely at your own risk.

## **16. SUSPENSION AND TERMINATION**

The Platform reserves the right, at its sole discretion, to suspend or terminate your access to the platform, partially or fully, at any time and without prior notice. Such action may occur in cases including, but not limited to:

1. Violation of these Terms and Conditions, platform rules, or any applicable laws and regulations.
2. Engagement in fraudulent, abusive, or harmful behavior towards other users, employers, or agricultural personnel.
3. Misuse of the platform for purposes other than those intended, including unauthorized commercial activity or spam.

Upon suspension or termination, you may lose access to your account, job postings, applications, and any other data stored on the platform. The Platform is not liable for any loss or damages resulting from suspension or termination.

We may also impose temporary restrictions or limits on certain features while investigating potential violations or for maintenance purposes.

## **17. LIABILITY DISCLAIMER**

To the fullest extent permitted by applicable law, the Company shall not be liable for any loss, injury, claim, or damage arising from interactions, employment arrangements, or conduct between users. The Platform assumes no responsibility for verifying the safety, legality, or validity of job offers, work environments, or the behavior of Applicants, Clients, or third parties. Nothing in this disclaimer is intended to exclude or limit liability where such exclusion is prohibited by applicable law.

Furthermore, the Company shall not be liable to any User whether an Employer, Job Seeker, or visitor of the Platform for any indirect, incidental, consequential, punitive, exemplary, or special damages arising out of or relating to the use, misuse, or inability to use the Platform or any services offered through it. This includes, without limitation, damages resulting from loss of income, employment opportunities, data breaches, business interruption, reputational harm, personal injury, or any form of emotional, physical, or financial loss.

The Platform is provided strictly on an informational and facilitative basis. All employment arrangements, negotiations, payments, interactions, interviews, verifications, and engagements occur independently between Users and are outside the control of the Company. The Company does not guarantee the accuracy of User Content, the availability of any candidate or job opportunity, the behavior or integrity of any User, or the quality or safety of any employment arrangement.

The Company's total cumulative liability for any claim arising from the Platform or its services whether in contract, tort, negligence, strict liability, or any other legal theory shall not exceed the total amount paid by the User for the specific service giving rise to the claim, if any. Where no payment has been made, the Company's liability shall be deemed to be zero.

Users understand that digital systems may experience disruptions, delays, errors, or technical limitations beyond the Company's control. The Company shall not be liable for technical failures, service interruptions, slow internet connectivity, third-party payment processor issues, data losses, unauthorized account access resulting from User negligence, or any event classified as force majeure.

This limitation applies irrespective of whether the Company has been advised of the possibility of such damages and remains valid even if remedies otherwise available fail of their essential purpose.

## **No liability for employer misconduct**

The Platform functions solely as an intermediary that facilitates connection between Employers and Job Seekers. The Company does not supervise, monitor, investigate, or regulate the conduct, behavior, intentions, or employment practices of Employers. Accordingly, the Company shall bear no responsibility, legal or otherwise, for any action, omission, or misconduct committed by an Employer either before, during, or after an employment engagement.

Employers act autonomously and independently, and Users acknowledge that the Company does not guarantee the legitimacy, character, reputation, safety, or compliance of any Employer with labour laws, human - rights standards, or workplace safety requirements. Without limitation, the Company is not liable for misconduct that includes but is not limited to: exploitation, forced labour, underpayment or nonpayment of wages, harassment, discrimination, unsafe working conditions, physical or verbal abuse, coercion, human trafficking, organ trafficking, mistreatment, or any criminal act.

Users understand that engagement with an Employer is undertaken entirely at their own risk, and independent due diligence is their sole responsibility. The Company may suspend, restrict, or remove Employer accounts that appear suspicious or harmful, but it does not guarantee detection, prevention, or mitigation of misconduct. Job Seekers agree to indemnify and hold the Company harmless from any claims, losses, damages, or liabilities arising from or connected to the behavior or actions of Employers encountered through the Platform.

## **No liability for job seeker misconduct**

The Company similarly disclaims all responsibility for any actions, omissions, or misconduct committed by Job Seekers. The Platform does not employ, manage, supervise, or control Job Seekers, verified or otherwise, and does not guarantee the accuracy, integrity, behavior, performance, or safety of any individual presenting themselves as a candidate.

Employers acknowledge that Job Seekers operate independently and that the Company makes no representations or warranties regarding their identity, honesty, skills, qualifications, criminal background, intentions, reliability, or adherence to contractual obligations. Without limitation, the Company is not liable for misconduct that includes but is not limited to: theft, fraud, misrepresentation, falsified credentials, property damage, and poor performance, abandonment of duty, harassment, violence, and breach of contract, illegal activities, or any other form of harmful behavior.

Employers assume full responsibility for conducting their own background checks, interviews, assessments, and due diligence before proceeding with any engagement especially under the different pricing plans. The Company may revoke Verified status, re - verify Users, or suspend Job Seekers where dishonesty or misconduct is detected, but such actions do not amount to an obligation to supervise or investigate Users.

Employers agree to indemnify and hold the Company harmless from any claims, disputes, damages, losses, or legal actions arising from the conduct or behavior of Job Seekers connected through the Platform, whether before, during, or after employment.

## **18. SAFETY NOTICE AND DISCLAIMER**

This Safety Notice is provided to inform both Applicants and Clients of the potential risks associated with interactions facilitated through the Feasts Agri-Jobs Platform (the “Platform”) and to outline expectations for safe, lawful, and responsible conduct. This notice does not replace applicable laws, employment regulations, or the personal duty of users to exercise independent judgment. All users remain responsible for their own decisions and actions when using the Platform.

### **Important Safety Warning**

The Platform functions as a connection service between Applicants and Clients but does not endorse, verify, or guarantee the identity, safety, legitimacy, behavior, or intentions of any user. By using the Platform, you acknowledge that engagement with individuals or organizations found online carries inherent risks, including but not limited to misrepresentation or fraud, unsafe or exploitative working conditions, unlawful recruitment practices, physical, financial, or emotional harm, risks associated with travel, relocation, or live-in work arrangements, and potential exposure to individuals with harmful intentions. Users are strongly advised to take proactive steps to safeguard themselves and others.

### **The platform’s limited safety role**

The Company does not conduct background checks, criminal record verification, or workplace safety assessments. The Platform does not mediate disputes or actively monitor interactions between users, nor does it guarantee job offers, employment outcomes, or working conditions. The Platform is not responsible for the conduct, actions, or omissions of Applicants, Clients, or any third parties. Users bear full responsibility for assessing and managing the risks associated with any engagement or relationship formed outside the Platform

### **Your Responsibility for Safety**

Job seekers are encouraged to independently research potential employers or clients, request written contracts before accepting any position, avoid meeting clients alone in private or isolated locations, and share interview details and travel plans with trusted contacts. Applicants should also verify work permits, visa requirements, and applicable labor protections, and promptly report any suspicious, unsafe, or unlawful behavior.

Employers must comply with all applicable labor, human rights, and recruitment laws, provide transparent and accurate information about job roles and working conditions, treat Applicants with dignity and fairness, and never withhold identification documents,

wages, or personal belongings. Clients are also expected to ensure safe working and living conditions where applicable.

### **Reporting Concerns**

If you encounter suspicious, unsafe, or unlawful behavior, you should contact local law enforcement or emergency services immediately if there is imminent danger, report the issue through the Platform's reporting tools, and seek assistance from relevant worker protection, trafficking prevention, or legal aid organizations as appropriate. Feasts Agri-Jobs Platform may cooperate with authorities when deemed necessary.

## **19. EMPLOYER COMPLIANCE & VERIFICATION POLICY**

This Employer Compliance & Verification Policy ("Policy") sets out the standards, obligations, and verification practices applicable to all individuals or organizations posting job opportunities or engaging with Applicants ("Employers") through the Feasts Agri-Jobs Platform ("the Platform"). By creating an account, posting a job, or interacting with Applicants, Employers agree to comply with this Policy and all applicable laws governing recruitment, employment, safety, and worker protection.

### **Eligibility Requirements for Employers**

Employers using the Platform must provide accurate and truthful information and must be legally permitted to engage workers under applicable laws. The Company may request certain personal or business details for verification purposes when necessary to promote user safety and prevent misconduct. Such information may include identification documents, location details, or evidence of lawful operation.

While the Platform may conduct preliminary checks or assessments, these actions are limited and do not amount to formal investigations. The Platform does not assume responsibility for validating all employer operations or backgrounds. Approval to post jobs is granted at the discretion of the Platform and may be withheld or withdrawn based on risk considerations.

### **Verification and Documentation**

To promote safety and integrity, The Company may request Employers to submit one or more forms of verification. This may include valid personal identification, proof of physical work location, sample employment contracts, job descriptions, safety disclosures, or any other documentation necessary to assess the legitimacy of job opportunities.

The Platform may also conduct limited external checks such as public reputation reviews, safety assessments, or basic third-party verification solely for risk-management purposes. These checks are not exhaustive and do not guarantee the safety or legitimacy of any Employer. Submission of documentation does not guarantee approval, and the Platform retains full discretion to deny or revoke access.

## **Mandatory Legal Compliance**

Employers must comply with all applicable legal and regulatory requirements governing employment and worker protection. This includes compliance with labor laws, occupational health and safety standards, anti-trafficking and anti-exploitation laws, wage and working-hour regulations, anti-discrimination statutes, privacy and data protection requirements, and, where applicable, immigration and work-permit laws. Employers bear full and exclusive responsibility for ensuring that all job offers and recruitment practices are lawful.

## **Ethical Recruitment Standards for Employers**

Employers are required to maintain high ethical standards when engaging Applicants. This includes providing clear, accurate, and complete descriptions of job responsibilities, working conditions, and compensation; refraining from coercive, misleading, or deceptive recruitment practices; and ensuring that no Applicant is subjected to forced labor, debt bondage, or exploitation. Employers must never request or retain Applicants' identification documents, bank cards, or personal property, and may not impose recruitment fees unless expressly permitted by law. Applicants must be treated with dignity, fairness, and respect at all times.

## **Job Posting Requirements**

All job postings must contain honest, accurate, and non-misleading information regarding job duties, expected conditions, compensation, work hours, location, required qualifications, safety risks, and any housing arrangements provided. Postings must not contain discriminatory, unlawful, or deceptive criteria. The Platform reserves the right to edit, refuse, or remove postings that fail to meet these standards or that are deemed unsafe or inappropriate.

## **Prohibited Employer Conduct**

Employers are strictly prohibited from engaging in or facilitating exploitation, human trafficking, harassment, or abuse of any Applicant. Employers may not provide false or incomplete job information, solicit personal relationships or sexual favors, request unlawful payments, misuse Applicant data, create fraudulent accounts, or attempt to evade verification or Platform policies. Recruitment for hazardous, illegal, or unregulated work is prohibited unless fully disclosed and compliant with all legal requirements.

## **Workplace Safety Requirements**

Employers must ensure that all work environments are safe, lawful, and free from undue hazards. Where applicable, Employers must provide necessary protective equipment, comply with safety regulations, and disclose any risks associated with the job. Employers assume full responsibility for the safety and well-being of workers once an employment arrangement is established.

## **Monitoring and Review**

The Company may conduct periodic reviews of Employer activity, request updated information, monitor job postings for accuracy, and investigate reports of unsafe or unlawful conduct. Employers are required to cooperate fully with any inquiries made by the Platform for safety or compliance purposes. Actions taken by the Platform are based on risk-management priorities and do not constitute formal investigations or certifications of legitimacy.

## **Reporting Obligations**

Employers must promptly notify the Company of any material changes to job conditions, emerging safety concerns, incidents involving potential exploitation or harm, or any legal or regulatory developments that may affect their eligibility to use the Platform. Failure to report relevant information constitutes a violation of this Policy.

## **Consequences of Non-Compliance**

Violation of this Policy may result in the removal of job postings, temporary or permanent suspension of Platform access, refusal of future use, notification to relevant authorities, or legal action where required. The nature and severity of the consequences will depend on the seriousness and impact of the violation and the level of risk posed to Applicants.

## **Employer Acknowledgment**

By using the Feasts Agri-Jobs Platform, all Employers acknowledge that they have read and understood this Policy, that the information they provide is accurate and truthful, and that they accept full responsibility for compliance with legal and ethical recruitment standards. Employers further acknowledge that the Platform performs limited due diligence and cannot guarantee the safety, legitimacy, or suitability of any Employer or job posting.

## **20. “AS IS” AND “AS AVAILABLE” DISCLAIMER**

The Platform and all services, features, content, and tools provided through it are offered strictly on an “**as is**” and “**as available**” basis, without any warranties express, implied, statutory, or otherwise unless expressly required by law. The Company makes no representations or guarantees regarding the accuracy, completeness, timeliness, reliability, or suitability of the Platform or the information provided by Users.

Without limiting the generality of the foregoing, the Company expressly disclaims any warranties of merchantability, fitness for a particular purpose, non - infringement, uninterrupted service, data accuracy, algorithmic precision, or system compatibility. The Company does not warrant that the Platform will operate without errors, viruses, technical failures, third-party disruptions, unauthorized interference, or security breaches.



The Company does not guarantee that:

- Employers will find suitable candidates;
- Job Seekers will obtain employment;
- Matches produced by the algorithm are accurate or appropriate;
- Verified Job Seekers have truthful, complete, or error - free information in their profiles;
- User Content is reliable, authentic, or lawful;
- Digital services will be available at all times or without interruption.

Users acknowledge that they rely on the Platform **entirely at their own risk** and that independent judgment, due diligence, and caution must always be exercised when interacting with other Users, evaluating job opportunities, sharing personal information, or entering employment arrangements.

This disclaimer forms a fundamental part of the Agreement and cannot be waived or modified except in writing by the Company.

## **21. GOVERNING LAW**

These Terms and any disputes, claims, or controversies arising out of or relating to the Platform, its services, or any User's use of it shall be governed and interpreted in accordance with the laws of the Republic of Uganda, without regard to its conflict - of - law principles. All Users whether Employers or Job Seekers expressly consent to the exclusive jurisdiction of the courts of Uganda for the resolution of any legal proceedings, actions, or claims connected to the Platform.

Nothing in this clause prevents the Company from seeking injunctive or equitable relief in any jurisdiction where such action is necessary to protect its intellectual property, proprietary rights, confidential information, or the integrity of the Platform. Users acknowledge that their use of the Platform constitutes a voluntary submission to Ugandan legal authority for all purposes relating to these Terms.

## **22. REPATRIATION CLAUSE**

Where the Feasts Agri-Jobs Platform facilitates or supports any cross-border or international job placement, the Employer and the Job Seeker acknowledge and agree to the following repatriation terms:

### **Employer's Primary Responsibility**

For any international placement arranged through Feasts, the Employer shall bear the primary responsibility for providing, arranging, or funding the repatriation of the worker to their home country in circumstances where:

- The employment contract ends or is lawfully terminated,

- The worker becomes unable to continue employment due to medically certified reasons,
- The worker is subjected to unsafe, abusive, or exploitative conditions, or
- Repatriation is required under the labour laws or immigration policies of the receiving country.

### **Compliance with Destination-Country Regulations**

all repatriation obligations shall align with the labour, immigration, and worker-protection laws of the destination country, including any mandatory employer-provided return-ticket requirements or safety guarantees.

### **Job Seeker Obligations**

Job Seekers must comply with all immigration, medical, contractual, and behavioral requirements attached to the job. Repatriation costs arising from misconduct, illegal activity, or breach of contract by the worker may be assigned to the worker in accordance with applicable law.

### **Role of Feasts**

Feasts Consultants International acts solely as a facilitation and matching platform, not as an employment agency or travel arranger. Feasts does not directly fund, arrange, or guarantee repatriation. However, Feasts may where necessary and legally permissible support communication between the parties, verify employer commitments, and escalate concerns to competent authorities to protect the welfare of workers.

### **Emergency or Protective Repatriation**

Where a worker's safety, dignity, or fundamental rights are threatened, Feasts may collaborate with accredited partners, consular offices, or responsible agencies to ensure that appropriate protective or emergency repatriation measures are initiated.

## **23. DISPUTE RESOLUTION**

Before initiating any formal legal proceedings, Users agree to first attempt to resolve disputes amicably through direct communication with the Company. A User with a complaint or disagreement with the Company must submit a written notice of dispute, clearly outlining the issue, supporting details, and the desired remedy. The Company shall respond and attempt to resolve the matter within a reasonable period.

If an amicable resolution cannot be achieved, the dispute shall proceed as follows:

### **1. Negotiation:**

The User and the Company shall attempt good - faith negotiations for at least fourteen (14) days following the Company's receipt of the dispute notice.

**2. Mediation:**

If negotiation fails, either party may request mediation facilitated by a neutral, mutually agreed - upon mediator in Uganda. Mediation costs shall be shared equally unless otherwise agreed.

**3. Legal Action:**

Should mediation fail to produce a satisfactory outcome, either party may initiate formal legal proceedings exclusively in the competent courts of Uganda, as provided under Section 17.

Nothing in this clause prevents the Company from pursuing urgent injunctive relief where unauthorized use, data abuse, security breaches, or imminent harm to the Platform or Users is suspected. Similarly, the Company reserves the right to suspend or terminate User accounts during ongoing investigations or disputes to protect the safety and integrity of the Platform.

**24. SEVERABILITY AND WAIVER**

If any provision of these Terms and Conditions is determined to be invalid, illegal, or unenforceable under any applicable law, such provision shall, to the fullest extent permitted by law, be interpreted in a manner that most closely reflects the original intent of the provision and remains enforceable. In the event that such modification is not possible, the provision shall be deemed severed from these Terms and Conditions, and the remaining provisions shall continue in full force and effect, unaffected by the invalidity or unenforceability of the severed provision.

No failure or delay by Feasts Agri-Jobs Platform in exercising or enforcing any right, power, or remedy under these Terms and Conditions shall operate as a waiver of any such right, power, or remedy. Similarly, any single or partial exercise of a right, power, or remedy shall not preclude any further or future exercise of that right, power, or remedy, nor shall it prevent the enforcement of any other provision of these Terms and Conditions. You acknowledge that the rights and remedies provided herein are cumulative and not exclusive of any rights or remedies available at law or in equity.

**25. CHANGES TO TERMS**

The company reserves the right, at its sole discretion, to amend, update, or revise these Terms and Conditions at any time without prior notice. Such amendments may include, but are not limited to, changes in platform functionality, user obligations, fees, or legal rights. All modifications shall be effective immediately upon posting on the platform, and it is your responsibility to review these Terms and Conditions periodically to remain informed of any changes.

Your continued use of Feasts Agri-Jobs Platform following the posting of any modifications constitutes your acknowledgment and acceptance of the revised Terms and Conditions. If you do not agree with any change, you must immediately cease use of the platform. Feasts Agri-Jobs Platform will not be liable for any loss or

consequences arising from your failure to review or adhere to the most current version of these Terms and Conditions.

## **26. CONTACT US**

If you have any questions, concerns, or feedback regarding these Terms and Conditions, or if you require further clarification, you may contact The Company by email at [admin@feasts.co.ug](mailto:admin@feasts.co.ug). You may also reach us by visiting our contact page on the website at <https://feasts.co.ug/contact/>. We encourage you to reach out to us for any inquiries regarding your use of the platform or to address any issues you may encounter.