



Talent Way

Terms and Conditions

Effective Date: August 2025

Website Owner: Talent Way Pty Ltd (ACN: 687906083) (“Talent Way”, “we”, “our”, “us”)

1. Acceptance of Terms

By accessing and using the Talent Way website (www.talentway.com.au), you agree to comply with and be bound by these Terms and Conditions. If you do not agree, please do not use this Website.

2. Services Provided

Talent Way operates as a recruitment and migration support agency. Through our Website, we provide:

- Information for employers seeking to fill job roles.
- Information for candidates seeking employment opportunities.
- Job board and application submission tools.
- General information about migration support services.

3. Eligibility

You must be at least 18 years old to use our Website and services. By using this Website, you represent and warrant that you meet this requirement.

4. User Responsibilities

When using our Website, you agree that you will not:

- Provide false, misleading, or incomplete information.
- Upload content that is unlawful, harmful, or infringes on third-party rights.
- Attempt to disrupt or interfere with the Website’s functionality or security.

5. Employer Responsibilities

Employers who post roles or engage with Talent Way:

- Must ensure that job postings comply with Australian workplace laws, including anti-discrimination and fair work legislation.
- Are solely responsible for the accuracy of role descriptions, pay rates, and conditions.
- Acknowledge that Talent Way does not guarantee the suitability of any candidate.

6. Candidate Responsibilities

Candidates using the Website to apply for jobs:

- Must ensure the accuracy of all information submitted (CVs, applications, supporting



documents).

- Are responsible for maintaining the confidentiality of any login or profile details.
- Acknowledge that submitting an application does not guarantee employment.

7. Privacy and Data Protection

We collect and handle personal information in accordance with our [Privacy Policy]. By using the Website, you consent to such collection and use.

8. Intellectual Property

All content on this Website, including text, graphics, logos, and software, is the property of Talent Way or its licensors and is protected by copyright, trademark, and other laws. You may not reproduce, modify, or distribute any material without our prior written consent.

9. Third-Party Links

Our Website may contain links to third-party websites. These links are provided for convenience only, and Talent Way does not endorse, control, or take responsibility for their content or practices.

10. Disclaimer

- Talent Way provides recruitment and migration support services in good faith but makes no representations, warranties, or guarantees about the availability of jobs, suitability of candidates, or success of applications.
- Information provided on this Website is for general purposes only and should not be considered professional, financial, or legal advice.
- Talent Way does not guarantee that the Website will be error-free, uninterrupted, or secure.
- Any reliance on information obtained from the Website is at your own risk.

11. Limitation of Liability

To the fullest extent permitted by law:

- Talent Way is not liable for any loss, damage, or expense (direct, indirect, incidental, or consequential) arising from the use of this Website, reliance on its content, or engagement with employers/candidates.
- We do not accept responsibility for the actions, omissions, or representations of third parties.

12. Indemnity

You agree to indemnify and hold harmless Talent Way, its directors, employees, and partners from any claims, damages, liabilities, or expenses resulting from your use of the Website or breach of these Terms.

13. Amendments

Talent Way may update these Terms and Conditions at any time. Changes will take effect



immediately upon posting on the Website. Continued use of the Website constitutes acceptance of the updated Terms.

14. Governing Law

These Terms are governed by the laws of New South Wales, Australia. Any disputes shall be resolved in the courts of New South Wales.

15. Contact Information

For questions regarding these Terms and Conditions, please contact:

Talent Way Pty Ltd

Email: contact@talentway.com.au

Website Disclaimer

Talent Way Pty Ltd (ACN: 687906083) provides this Website for general information purposes only.

1. No Guarantee of Employment or Candidates

While we connect employers with candidates, we make no guarantees about job availability, successful placements, or candidate suitability.

2. Information Accuracy

The information on this Website is provided in good faith but may not always be complete, accurate, or up to date. We accept no liability for reliance placed on this content.

3. Not Professional Advice

Content on this Website should not be considered professional, financial, migration, or legal advice. Please seek independent advice before making decisions.

4. Third-Party Links

This Website may contain links to external sites. Talent Way is not responsible for the content, accuracy, or security of those websites.

5. Limitation of Liability

Talent Way is not responsible for any loss, damage, or inconvenience arising from the use of this Website or services. Your use of this Website is at your own risk.



Cookies Policy

Effective Date: August 2025

Website Owner: Talent Way Pty Ltd (ACN: 687906083] (“Talent Way”, “we”, “our”, “us”)

1. What Are Cookies?

Cookies are small text files placed on your device (computer, phone, or tablet) when you visit our website. They help us improve your browsing experience, remember your preferences, and provide relevant content.

2. How We Use Cookies

Talent Way uses cookies for the following purposes:

- Essential Cookies: To enable core Website functions (e.g., secure logins, job applications).
- Performance & Analytics Cookies: To understand how visitors use our Website, so we can improve content and usability.
- Functionality Cookies: To remember your settings and preferences for a personalised experience.
- Advertising Cookies: To deliver relevant job postings, services, or promotions (if applicable).

3. Third-Party Cookies

We may allow trusted third-party services (e.g., Google Analytics, LinkedIn, Facebook) to place cookies on your device. These cookies collect anonymous usage data and may be used to tailor advertisements or recruitment campaigns.

4. Managing Cookies

Most browsers automatically accept cookies, but you can:

- Adjust browser settings to refuse or delete cookies.
- Opt out of targeted advertising through third-party providers.

Please note that disabling cookies may affect the functionality of our website.

5. Consent

By using our website, you consent to our use of cookies as outlined in this policy. You will be provided with a notice or banner when you first visit the Website, giving you the option to accept or manage your cookie preferences.

6. Updates to This Policy

We may update this Cookies Policy from time to time. Any changes will be posted on this page with a new effective date.

7. Contact Us

For questions about this Cookies Policy, please contact:

Talent Way Pty Ltd

Email: contact@talentway.com.au