

Terms & Conditions Policy – Hemmtek Platform

1. Introduction

Welcome to Hemmtek electronic platform.

This policy constitutes a binding agreement between the Platform and the User and sets out the terms and conditions of using the site and the services.

2. Definitions

- **Platform:** Hemmtek platform owned by Hemmtek Co., acting as an intermediary to connect individuals seeking temporary or seasonal work with companies seeking employees for events.
- **Subscriber:** Any company or entity that registers or subscribes to benefit from the services of the Platform.
- **Individuals/Workers:** Persons employed or contracted through the Platform for the benefit of the Subscriber.
- **Services:** All electronic services provided by the Platform, including employment intermediation, employee management, reporting systems, permit services, and educational services.
- **Confidential Information:** Any data, documents, personal or operational information obtained or exchanged via the Platform.

3. Scope of Service

- The Platform acts as an intermediary to facilitate communication between individuals and companies and is not considered a direct employer.
- Any financial or legal obligations toward individuals rest solely with the Subscriber.
- The Subscriber acknowledges that all contracts or agreements with individuals hired through the Platform are their full responsibility, and that the Platform's role is limited to technical intermediation only.

4. Subscriber Obligations

- Commitment to pay wages, salaries, and financial dues to workers hired through the Platform on time.
- Not to share individual data or any confidential information with any third party without the Platform's written approval.
- Maintain account login confidentiality, with the Subscriber being fully responsible for any use made through their account.
- Provide accurate and correct data and update it immediately upon any changes.
- Comply with all applicable laws and regulations of the Kingdom of Saudi Arabia, including labor and seasonal employment regulations.

5. Platform Rights

The Platform reserves the right to suspend, block, or terminate the Subscriber's account immediately in cases of:

- Failure to pay wages or worker dues.
- Repeated or substantiated complaints from individuals against the Subscriber.
- Use of the Platform for illegal or unlawful purposes.

The Platform reserves the right to amend or update these terms and conditions at any time, with changes effective immediately upon posting on the site.

6. Privacy & Confidentiality

- The Platform is committed to maintaining Subscriber data confidentiality and not sharing it with third parties except as required by law or court order.
- The Subscriber must maintain confidentiality of data obtained through the Platform and is fully liable for any leakage or misuse.
- The Subscriber acknowledges that any breach of confidentiality may result in account termination and liability for damages.

7. Termination of Use

- The Subscriber may terminate their account by notifying the Platform, provided this does not exempt them from outstanding financial or legal obligations.
- The Platform may suspend or terminate a Subscriber's account in case of breach of these terms without prior notice.

8. Governing Law & Jurisdiction

These terms and conditions are governed by the laws of the Kingdom of Saudi Arabia, and Saudi courts shall have exclusive jurisdiction over any disputes arising hereunder.