

TERMS AND CONDITIONS

Last amended: March 27, 2020

1. GENERAL INFORMATION

1.1. Use of the website "beetroot.se" and "career.beetroot.se" ("**Websites**") is subject to these terms and conditions ("**Terms**") and any other rules or policies that are published on the Websites. Please read these Terms carefully before using the Websites. By using this beetroot.se or career.beetroot.se, you agree to be bound by these Terms. If you do not accept these Terms, please do not use the Websites.

1.2. These Websites are owned and operated by Beetroot AB ("**Beetroot**"). Beetroot is a Swedish IT-BPO services provider, focused on building dedicated teams of Ukrainian developers. These Terms, as well as the [Privacy Policy](#) and [Cookies Policy](#) are a legally binding agreement governing the relationship between Beetroot and any user of the Websites.

2. SERVICES OF BEETROOT

2.1. Through the Websites, Beetroot provides information services to users free of charge. In particular, subject to compliance with these Terms, each user may perform the following acts by means of the Websites:

- use its functionality for personal purposes (in particular, for getting information about services of Beetroot and to read an online magazine) that are not contrary to these Terms and the applicable laws;
- apply for cooperation with Beetroot;
- contact the Beetroot with any questions and receive a response.

3. COPYRIGHT, RESTRICTIONS AND USE

3.1. The contents displayed on this Websites, including but not limited to text, graphics, animations, logos, trademarks are the property of Beetroot and are protected by Sweden and international copyright, trademark, patent and other intellectual property laws. All rights reserved. You may not use, modify, adapt, or in any way alter these materials and contents without the permission of Beetroot. You agree not to use any contact information and e-mail addresses that can be found on the Websites to send any unsolicited commercial information.

3.2. The Websites may contain many valuable trademarks, names, titles, logos, icons identifying the Beetroot's products and other proprietary materials owned and registered by



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3.3. You may seek our permission to use any objects described above as the property of Beetroot by writing to us at: privacy@beetroot.se. If permission is granted, you may not change or delete any author attribution, trademark, legend or copyright notice. In the event that you are given authority to use any content, your use of any content should be attributed to Beetroot.

3.4. Nothing contained on those Websites should be construed as granting any license or right to use any trademark displayed on the Websites.

3.5. Those Websites may contain links to other websites of third parties (like Facebook, Twitter, LinkedIn, Instagram etc.). Beetroot does not monitor these other websites and is not responsible for the contents of such websites. Your access to such websites via the links contained on the Websites is wholly at your own risk and subject to terms and conditions and privacy policies of the respective third parties.

3.6. Beetroot provides services through the Websites hereunder only in case the user is aged 16 or older. If you are under 16, you will need to get your parent's/guardian's permission before use of the Websites. If you are underage, and there is no data as to your parent's/guardian's permission to use our Websites, please stop such use.

4. PERSONAL DATA

4.1. Here in Beetroot we are committed to protecting and respecting your privacy. Beetroot can collect certain personal data in order to provide high-quality services through the Websites. For more information about when, where, and why we collect personal data about users, how we use it, the conditions under which we may disclose it to others, your rights in respect of your personal data, please refer to our [Privacy Policy](#).

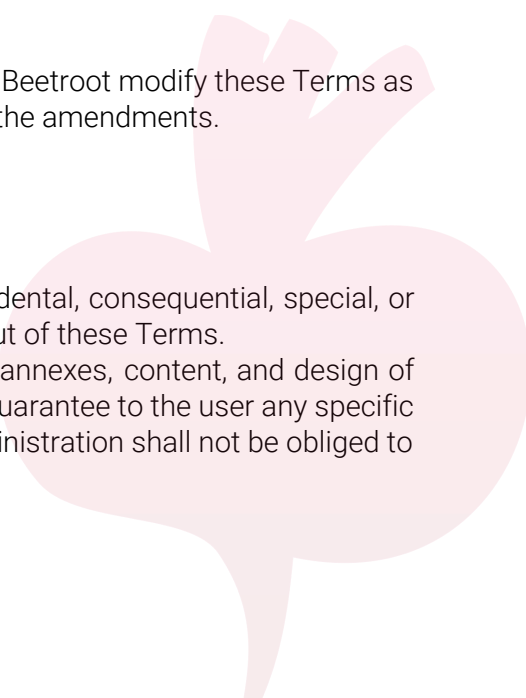
5. AMENDMENTS TO OUR TERMS

5.1. From time to time, we may update these Terms. In case Beetroot modify these Terms as to your significant rights and obligations, we will let you know of the amendments.

6. LIABILITY AND APPLICABLE LAW

6.1. Neither Beetroot, nor the user shall be liable for any incidental, consequential, special, or punitive damages or lost or imputed profits or royalties arising out of these Terms.

6.2. The Websites and its functionality including all scripts, annexes, content, and design of the Websites are provided for users "as is". Beetroot does not guarantee to the user any specific results, success, etc. as a result of using the Websites. The Administration shall not be obliged to



extend the Websites functionality or to change it otherwise. Beetroot shall not be obliged to ensure the operation of the Websites on all platforms, for all devices or under certain specific conditions.

6.3. Beetroot shall be entitled to change the design of the Websites, its functionality, the used technical solutions, scripts, software, and other elements both visible and invisible to the user at any time unilaterally without giving the user a prior notice.

6.4. The user agrees that they shall use the Websites at their own discretion. Beetroot shall not warrant that the operation of the Websites will be uninterrupted, free from immaterial or critical errors, failures, or other defects. Beetroot shall take adequate efforts for maintaining the appropriate operational condition of the Websites.

6.5. These Terms and any relationships connected thereto shall be governed by the laws of Sweden. Any disputes shall be referred to the competent court in Sweden under the applicable law.

7. CONTACT INFORMATION

7.1. You may contact us with any questions, clarification requests and discussion on services provided and these Terms. If at any time you would like to contact us you can do so by way of our contact from on the web page of our Websites, or by email at privacy@beetroot.se

