

Terms of Use

This page states the terms of use ("Terms") under which you ("You") may use the CARIJOB.ASIA Website, and Your relationship with INNIO Group and Agensi Pekerjaan INNIO SDN BHD ("CARIJOB.ASIA", "we" or "us"). Please read them carefully as they affect Your rights and liabilities under the law. If You do not agree to these Terms, please do not register for or use the CARIJOB.ASIA Website. These Terms are effective as of 1-May-2023. If You have any questions on the Terms, please contact us here

Binding Agreement

1. This CARIJOB.ASIA Website is provided to you for your use subject to these Terms. These Terms form a binding agreement between you and CARIJOB.ASIA. By accessing or using the CARIJOB.ASIA Website you agree to accept and/or to be bound by these Terms. you agree to use the CARIJOB.ASIA Website at your own risk.
2. In the case of any conflict between these Terms and any contract you have with CARIJOB.ASIA, these Terms will take precedent.
3. We may update these Terms from time to time for legal or regulatory reasons or to allow the proper operation of the CARIJOB.ASIA Website. Any changes will be notified to you via the e-mail address provided by you on registration or via a suitable announcement on the CARIJOB.ASIA Website. The changes will apply to the use of the CARIJOB.ASIA Website after we have given you notice. If you do not wish to accept the new Terms you should not continue to use the CARIJOB.ASIA Website. If you continue to use the CARIJOB.ASIA Website after the date on which the change comes into effect, your use of the CARIJOB.ASIA Website indicates your agreement to be bound by the new Terms.

Definitions

1. "Advertiser" means a person or entity that is contracting to post advertisements on any of the CARIJOB.ASIA Website.
2. "Design" includes the color combinations and the page layout of the CARIJOB.ASIA Website.
3. "Employer" or "Employers" means a person or entity that is accessing a CARIJOB.ASIA Website to post a job or utilizing the CARIJOB.ASIA Services for any reason related to the purpose of seeking candidates for employment.
4. "Employer Materials" includes any brochures, emails, job postings, web site content, career fair material, audio, videos, photographs, logos, trademarks, service marks, domain names, documents or other materials provided by Employer, if any, for use in connection with the CARIJOB.ASIA Services.
5. "Graphics" includes all logos, button icons, and other graphical elements on the CARIJOB.ASIA Website, with the exception of paid advertising banners.
6. "Candidate/Talent" or "Candidates, Talents" means a User who is accessing a CARIJOB.ASIA Website to search for a job or in any other capacity except as an Employer.
7. "Company Profiles" means profile created by Employers.
8. "CARIJOB.ASIA" means INNIO Group and Agensi Pekerjaan INNIO SDN BHD or the company operating the CARIJOB.ASIA Website for the country in which you live or in which business is headquartered.
9. "CARIJOB.ASIA Content" includes all Text, Graphics, Design, Programming, information, images, video, audio files, software and other contents used on the CARIJOB.ASIA Website.

10. "CARIJOB.ASIA Database" or "CARIJOB.ASIA Databases" includes all job advertisement posted on CARIJOB.ASIA Websites and/or all candidates and/or employers' information registered with CARIJOB.ASIA.
11. "CARIJOB.ASIA Profile" or "CARIJOB.ASIA Profiles" means the profile created by Candidates that may include personal information, resume and photo.
12. "CARIJOB.ASIA Resume Database" or "Resume Database" means the candidates CARIJOB.ASIA Profiles and resume created and/or uploaded into CARIJOB.ASIA databases.
13. "CARIJOB.ASIA Services" means any services provided by CARIJOB.ASIA or its advisors/agents including:-
 - a. The provision of online job site, including posting and searching for employment opportunities, and creating CARIJOB.ASIA Profiles and Company Profiles which may include personal information;
 - b. The provision of talent sourcing services;
 - c. The provision of online resume search access;
 - d. Matching of job specifications with potential candidate CARIJOB.ASIA Profiles and advising Users and/or Candidates of the positions available;
 - e. Providing Employers with access to recruitment management system by registering an Account with CARIJOB.ASIA;
 - f. Providing Advertisers and/or Employers with other ancillary talent sourcing and advertising services including banners, electronic direct mail system, design and posting support services; and
 - g. Providing Advertisers and/or Employers services to advertise on CARIJOB.ASIA Website.
14. "CARIJOB.ASIA Website" means any website under CARIJOB.ASIA's control, including:
 - a. [http://www. CARIJOB.ASIA](http://www.CARIJOB.ASIA),
 - b. CARIJOB.ASIA Mobile Applications.
15. "Profiles" means individual profiles created by Users and/or Candidates or company profiles created by Employers.
16. "Programming" includes both client-side code (HTML, JavaScript, etc.) and server-side code (Active Server Pages, VBScript, databases, etc.) used on the CARIJOB.ASIA Website.
17. "Account" means the account authenticated by username and password, to access the recruitment management system.
18. "Account Holder" refers to any User who has paid and/or registered for an Account with CARIJOB.ASIA and/or has access to CARIJOB.ASIA Resume Database for the sole purpose of seeking candidates for employment.
19. "Text" includes all text on every page of the CARIJOB.ASIA Website, whether editorial, navigational, or instructional.
20. "User" refers to any individual or entity that uses any aspect of the CARIJOB.ASIA Website and/or CARIJOB.ASIA Services.

21. "User Content" means all information, data, text, software, music, sound, photographs, graphics, video, advertisements, messages or other materials submitted, posted or displayed by Users on or through CARIJOB.ASIA Website.

22. "You" or "you" means the person who (or the entity on behalf of whom you are acting) that is agreeing to these Terms.

Registration

1. To register on the CARIJOB.ASIA Website you must be 15 years of age or above.
2. You must ensure that the details provided by you on registration or at any time are correct and complete.
3. You must inform us immediately of any changes to the information that you provided when registering by updating your personal details in order that we can communicate with you effectively.

Password and security

1. When you register to use the CARIJOB.ASIA Website you will be asked to create a password. In order to prevent fraud, you must keep this password confidential and must not disclose it or share it with anyone. If you know or suspect that someone else knows your password you should notify us by contacting us here immediately.
2. If CARIJOB.ASIA has reason to believe that there is likely to be a breach of security or misuse of the CARIJOB.ASIA Website, we may require you to change your password or we may suspend your account.
3. As a result of your loss of your Password or the misuse of the CARIJOB.ASIA Website:
 - a. All losses or damage incurred thereby shall be borne by you; and
 - b. You shall fully indemnify CARIJOB.ASIA should CARIJOB.ASIA suffer any loss or damage.

Intellectual Property

1. CARIJOB.ASIA Website, CARIJOB.ASIA Content, and all right, title and interest in and to CARIJOB.ASIA Website and CARIJOB.ASIA Content are the exclusive property of CARIJOB.ASIA or its licensors.
2. CARIJOB.ASIA Website and CARIJOB.ASIA Content are protected by copyright, trade mark, database right and other intellectual property rights.
3. You may retrieve and display CARIJOB.ASIA. Content of the CARIJOB.ASIA Website on a computer screen, store such content in electronic form on disk (but not any server or other storage device connected to a network) or print one copy of such content for your own personal, non-commercial use, provided you keep intact all and any copyright and proprietary notices. You may not otherwise reproduce, modify, copy or distribute or use for commercial purposes any of the materials or CARIJOB.ASIA Content on the CARIJOB.ASIA Website without written permission from CARIJOB.ASIA.

Availability of the CARIJOB.ASIA Website

1. Although we aim to offer you the best service possible, we make no promise that the services at the CARIJOB.ASIA Website will meet your requirements.
2. We cannot guarantee that the CARIJOB.ASIA Website will be fault-free, error-free, or that CARIJOB.ASIA Website and servers are free of viruses or other harmful mechanisms. If a fault occurs with the CARIJOB.ASIA Website you should report it here and we will attempt to correct the fault as soon as we can.

3. Your access to the CARIJOB.ASIA Website may be occasionally restricted to allow for repairs, maintenance or the introduction of new content, facilities or services. We will attempt to restore access and/or service as soon as we reasonably can.

Your use of the CARIJOB.ASIA Website

1. CARIJOB.ASIA hereby grants you a limited, terminable, non-exclusive right to access and use CARIJOB.ASIA Website only for your personal use and/or employment purposes.

2. You may not use the CARIJOB.ASIA Website for any of the following purposes:-

a. Disseminating any unlawful, harassing, libelous, abusive, threatening, harmful, vulgar, obscene, or otherwise objectionable material or otherwise breaching any laws;

b. Aggregating, copying or duplicating in any manner any of the CARIJOB.ASIA Content or information available from any CARIJOB.ASIA Website, including expired job postings;

c. Reproducing any of the CARIJOB.ASIA Content for general use;

d. Link to any CARIJOB.ASIA Content or information available from any CARIJOB.ASIA Website;

e. Transmitting material that encourages conduct that constitutes a criminal offence, or otherwise breaches any applicable laws, regulations or code of practice;

f. Interfering with any other person's use or enjoyment of the CARIJOB.ASIA Website; or

g. Making, transmitting or storing electronic copies of materials protected by copyright without the permission of the owner.

3. You agree not to resell or assign your rights or obligations under these Terms. You also agree not to make any unauthorized commercial use of any CARIJOB.ASIA Website.

Your use of the CARIJOB.ASIA Services

1. The CARIJOB.ASIA Services may be used only by:

a. Individuals seeking employment, and career and career-related information, such as education and voluntary services;

b. Employers or their agents seeking candidates for employment purposes; and

c. Advertisers.

2. Your use of the CARIJOB.ASIA Services is also subject to any other contracts you may have with CARIJOB.ASIA. In the case of any conflict between these Terms and any contract you have with CARIJOB.ASIA, these Terms will prevail.

3. All Users agree to not:-

a. Transmit, post, distribute, store or destroy material, including without limitation CARIJOB.ASIA Content, in violation of any applicable law or regulation, including but not limited to laws or regulations governing the collection, processing, or transfer of personal information, or in breach of CARIJOB.ASIA's Privacy Policy;

b. Violate or attempt to violate the security of any CARIJOB.ASIA Website;

c. Reverse engineer or decompile any parts of any CARIJOB.ASIA Website;

d. Aggregate, copy or duplicate in any matter any of the CARIJOB.ASIA Content or information available from any CARIJOB.ASIA Website, including expired job postings, other than as permitted by these Terms;

e. Post any content or material that facilitates, promotes or endorses scams, false or misleading information or illegal activities, OR endorses or provides instructional information about illegal activities or other activities prohibited by these Terms, such as making or buying illegal weapons, violating someone's privacy, providing or creating computer viruses or pirating media, OR promotes or endorses any political views;

f. Post any profile, resume or apply for any job on behalf of another party;

g. Share with a third party any login credentials to any CARIJOB.ASIA Website;

h. Access data not intended for you or logging into a server or account which you are not authorized to access;

i. Post or submit to any CARIJOB.ASIA Website any inaccurate, incomplete, misleading, false, not up to date biographical information or information which is not your own;

j. Post content that contains restricted or password-only access pages, or hidden pages or images;

k. Solicit passwords or personally identifiable information from other Users;

l. Delete or alter any material posted by any other person or entity;

m. Harass, incite harassment or advocate harassment of any group, company or individual;

n. Send unsolicited mail or email, make unsolicited phone calls or send unsolicited faxes promoting and/or advertising products or services to any User, or contact any users that have specifically requested not to be contacted by you;

o. Attempt to interfere with service to any User, host or network, including, without limitation, via means of submitting a virus to any CARIJOB.ASIA Website, overloading, "flooding", "spamming", "mailbombing", or "crashing".

p. Use the CARIJOB.ASIA Services for any unlawful purpose or illegal activity, or post or submit any content, profile, resume, or job posting that is defamatory, libelous, implicitly or explicitly offensive, vulgar, obscene, threatening, harassing, abusive, hateful, racist, discriminatory, of a menacing character or likely to cause annoyance, inconvenience, embarrassment, anxiety or could cause harassment to any person or include any links to pornographic, indecent or sexually explicit material of any kind, as determined by CARIJOB.ASIA's discretion; or

q. Post any profile or resume which is not a genuine profile or resume and which attempts to advertise or promote products or services.

4. Violations of network security may result in civil and/or criminal liability. CARIJOB.ASIA will investigate occurrences which may involve such violations and may involve, and cooperate with, law enforcement authorities in prosecuting Users who are involved in such violations.

Additional Terms applicable to Account Holder

1. If you are registering for and/or paying for a Account to, inter alia, access the CARIJOB.ASIA Resume Database, this Section applies to you.

2. You must be 18 years of age or above.

3. You shall use the CARIJOB.ASIA Resume Database as provided in these Terms, in any contract you have with CARIJOB.ASIA, and in compliance with all laws including laws governing personal data.

4. CARIJOB.ASIA grants you a limited, personal, terminable, non-transferable, non-exclusive right to access CARIJOB.ASIA Resume Database via CARIJOB.ASIA Website for the purpose of viewing and/or downloading a single copy of available CARIJOB.ASIA Profiles and resumes solely for your use subject to the provisions of this Section.
5. CARIJOB.ASIA Resume Database is to be accessed and used solely by you. You will be provided with a unique password that will permit you to access the Resume Database.
6. You shall not share your Account with any other party.
7. You agree that you shall not disclose any of the data from CARIJOB.ASIA Resume Database to any third party, unless you are an authorized recruitment agency, or staffing agency or using CARIJOB.ASIA Profiles and resume explicitly for employment purposes.
8. You shall take appropriate physical, technical, and administrative measures to protect the data you have obtained from CARIJOB.ASIA Resume Database from loss, misuse, unauthorized access, disclosure alteration or destruction.
9. The CARIJOB.ASIA Resume Database shall not be used:-
 - a. For any purpose other than as an employer and/or on behalf of an employer seeking employees; or
 - b. To make unsolicited phone calls or faxes or send unsolicited mail, email, or newsletter to CARIJOB.ASIA Profile or resume holders or to contact any individual unless they have agreed to be contacted.
10. The data obtained from the CARIJOB.ASIA Resume Database shall not be kept longer than is necessary for the fulfillment of the purposes set out in this Section. In this respect, you agree and undertake to delete, destroy and/or purge such data from your records.
11. You may not use CARIJOB.ASIA Resume Database in any way which, in CARIJOB.ASIA's sole judgment, adversely affects CARIJOB.ASIA's business, business prospects, the performance or function of any of CARIJOB.ASIA Website or CARIJOB.ASIA Resume Database, or interferes with the ability, of other subscribers to access the Resume Database.
12. In order to ensure a safe and effective experience for all of our customers, CARIJOB.ASIA reserves the right to limit the amount of data (including CARIJOB.ASIA Profile and resume views) that may be accessed by or provided to you in any given time period. These limits may be amended in CARIJOB.ASIA's sole discretion from time to time.
13. You may use your subscription to CARIJOB.ASIA Resume Database only for seeking candidates for employment. You are specifically prohibited from using information contained in CARIJOB.ASIA Resume Database to sell or promote any products or services or to take any other action that is, in CARIJOB.ASIA's sole judgment, inconsistent with these Terms, misleading or incomplete, or in violation of any laws or regulations.
14. CARIJOB.ASIA may terminate, suspend, update, alter or supplement, at its sole discretion, all or any part of CARIJOB.ASIA Resume Database at any time. By permitting access to CARIJOB.ASIA Resume Database, CARIJOB.ASIA does not convey any interest in or to the Resume Database or any other CARIJOB.ASIA property or Services. All right, interest in and to the Resume Database is and shall remain in CARIJOB.ASIA.

Additional Terms applicable to Candidates

1. CARIJOB.ASIA hereby grants you a limited, terminable, non-exclusive right to access and use CARIJOB.ASIA Website only for your personal use seeking employment opportunities for yourself. This authorizes you to view and download a single copy of the CARIJOB.ASIA Content or material on CARIJOB.ASIA Website solely for your personal, non-commercial use.
2. When you register with any CARIJOB.ASIA Website, you will be asked to create an account and provide CARIJOB.ASIA with certain information including a valid email address.
3. Any CARIJOB.ASIA Profile you submit must be accurate, complete, up to date and not misleading. The CARIJOB.ASIA Profile requires standard fields to be completed by you. You may not impersonate another person, living or dead.
4. You acknowledge and agree that you are solely responsible for the form, content and accuracy of any CARIJOB.ASIA Profile and resume or material contained therein placed by you on the CARIJOB.ASIA Website.
5. You acknowledge and agree that you are solely responsible for any consequences arising from such posting.
6. CARIJOB.ASIA reserves the right to offer third party services and products to you based on the preferences that you identify in your registration and at any time thereafter or you have agreed to receive, such offers may be made by CARIJOB.ASIA or by third parties.
7. Please see CARIJOB.ASIA's Privacy Policy, for further details regarding your information. Please note, as set forth in the CARIJOB.ASIA Privacy Policy, that CARIJOB.ASIA may collect certain User information and may contact Users periodically in accordance with the terms of the Privacy Policy. In addition, CARIJOB.ASIA reserves the right to comply, in its sole discretion, with legal requirements, requests from law enforcement agencies or requests from government entities, even to the extent that such compliance may require disclosure of certain User information. In addition, third parties may retain cached copies of User information.
8. You understand and acknowledge that all information provided by you, your CARIJOB.ASIA Profile, resume, and/or account information shall be disclosed to prospective Employers.
9. You understand and acknowledge that you have no ownership rights in your account and that if you cancel your CARIJOB.ASIA account or your CARIJOB.ASIA Account is terminated, all your account information from CARIJOB.ASIA, including CARIJOB.ASIA Profile, resumes, cover letters, saved jobs, will be marked as deleted in and may be deleted from CARIJOB.ASIA Databases and will be removed from any public area of the CARIJOB.ASIA Website. Information may continue to be available for some period of time because of delays in propagating such deletion through CARIJOB.ASIA's web servers. In addition, third parties may retain saved copies of your information.
10. CARIJOB.ASIA reserves the right to delete your account and all of your information after a significant duration of inactivity.

User Content and submissions

1. You understand that all User Content is the sole responsibility of the person from which such User Content originated.
2. You understand and acknowledge that all information provided by you, your CARIJOB.ASIA Profile, resume, and/or account information shall be stored in CARIJOB.ASIA Databases and/or CARIJOB.ASIA Resume Databases.

3. You understand, acknowledge and consent that all information provided by you, your CARIJOB.ASIA Profile, resume, and/or account information may be transferred to countries outside of your location for the purposes of storing and/or processing. Please see CARIJOB.ASIA's Privacy Policy, for further details.

4. By submitting, posting or displaying User Content on or through CARIJOB.ASIA Website, you grant CARIJOB.ASIA, subject to your privacy setting, a worldwide, non-exclusive, royalty-free license to reproduce, adapt, distribute and publish such User Content through CARIJOB.ASIA Website. CARIJOB.ASIA will discontinue this licensed use within a commercially reasonable period after such User Content is removed from CARIJOB.ASIA Website. CARIJOB.ASIA reserves the right to refuse to accept, post, display or transmit any User Content in its sole discretion.

5. If you post User Content in any public area of any CARIJOB.ASIA Website, you also permit any User to access, view, store and reproduce such User Content for personal use.

6. CARIJOB.ASIA may review and remove any User Content that, in its sole judgment, violates these Terms, violates applicable laws, rules or regulations, is abusive, disruptive, offensive or illegal, or violates the rights of, or harms or threatens the safety of, Users of any CARIJOB.ASIA Website. CARIJOB.ASIA reserves the right to expel Users and prevent their further access to the CARIJOB.ASIA Website and/or use of CARIJOB.ASIA Services for violating the Terms or applicable laws, rules or regulations. CARIJOB.ASIA may take any action with respect to User Content that it deems necessary or appropriate in its sole discretion if it believes that such User Content could create liability for CARIJOB.ASIA, damage CARIJOB.ASIA's brand or public image, or cause CARIJOB.ASIA to lose Users.

7. CARIJOB.ASIA does not represent or guarantee the truthfulness, accuracy, or reliability of User Content, derivative works from User Content, or any other communications posted by Users nor does CARIJOB.ASIA endorse any opinions expressed by Users. You acknowledge that any reliance on material posted by other Users will be at your own risk.

Payment of fees

1. All amounts owed to CARIJOB.ASIA must be paid within the specified payment terms from the date of the invoice.

2. CARIJOB.ASIA may charge interest at 8% per annum on any late payment.

3. Advertisers shall be liable for full payment of fees from the commencement of the contracts and/or sales orders. Payment must be made notwithstanding any errors or omissions in the advertisements.

4. All prices quoted are exclusive of any applicable taxes unless specifically noted otherwise.

CARIJOB.ASIA right to suspend or cancel your registration

1. We may suspend or cancel your registration immediately at our reasonable discretion or if you breach any of your obligations under these Terms.

2. You can cancel your registration at any time by informing us in writing here. If you do so, you must stop using the CARIJOB.ASIA Website.

3. The suspension or cancellation of your registration and your right to use the CARIJOB.ASIA Website shall not affect either party's statutory rights or liabilities.

Term and Termination

1. These Terms will remain in full force and effect while you are a user of any CARIJOB.ASIA Website.

2. CARIJOB.ASIA reserves the right, at its sole discretion, to pursue all of its legal remedies, including but not limited to removal of your User Content from the CARIJOB.ASIA Website and immediate termination of your registration with or ability to access the CARIJOB.ASIA Website and/or any other services provided to you by CARIJOB.ASIA, upon any breach by you of these Terms or if CARIJOB.ASIA is unable to verify or authenticate any information you submit to a CARIJOB.ASIA Website registration.
3. Even after you are no longer a User of the CARIJOB.ASIA Website, certain provisions of these Terms will remain in effect, including Sections 5, 13, 15, 16, 17 and 20, inclusive.

CARIJOB.ASIA's liability

1. CARIJOB.ASIA Website and CARIJOB.ASIA Services act as, among other things, venues for:-
 - a. Employers or their agents to post job opportunities and search for and evaluate job candidates;
 - b. Candidates to post CARIJOB.ASIA Profiles and resumes and search for and evaluate job opportunities; and
 - c. Advertisers to post their advertisements.
2. CARIJOB.ASIA does not screen or censor the listings, including CARIJOB.ASIA Profiles offered. CARIJOB.ASIA is not involved in the actual transaction between employers and candidates. As a result, CARIJOB.ASIA is not responsible for User Content, the quality, safety or legality of the jobs or CARIJOB.ASIA or resumes posted, the truth or accuracy of the listings, the ability of employers to offer job opportunities to candidates or the ability of candidates to fill job openings and CARIJOB.ASIA makes no representations about any jobs, CARIJOB.ASIA Profiles, resumes or User Content on the CARIJOB.ASIA Website.
3. CARIJOB.ASIA reserves the right in its sole discretion to remove any User Content including but not limited to CARIJOB.ASIA Profiles, Company Profiles, Employer Materials, or other material from the CARIJOB.ASIA Website from time to time. When CARIJOB.ASIA exercises this discretion and there is a breach of these Terms by the User, any payment made by the User will be forfeited.
4. The CARIJOB.ASIA Website also provides content from other internet sites or resources and while CARIJOB.ASIA tries to ensure that material included on the CARIJOB.ASIA Website is correct, reputable and of high quality, it does not make any warranties or guarantees in relation to that content. If CARIJOB.ASIA is informed of any inaccuracies in the material on the CARIJOB.ASIA Website we will attempt to correct the inaccuracies as soon as we reasonably can.
5. Note that there are risks, including but not limited to the risk of physical harm, of dealing with strangers, underage persons or people acting under false pretenses. You assume all risks associated with dealing with other users with whom you come in contact through the CARIJOB.ASIA Website. By its very nature other people's information may be offensive, harmful or inaccurate, and in some cases will be mislabeled or deceptively labeled. We expect that you will use caution and common sense when using the CARIJOB.ASIA Website.
6. CARIJOB.ASIA Website and CARIJOB.ASIA Content may contain inaccuracies or typographical errors. CARIJOB.ASIA makes no representations about the accuracy, reliability, completeness, or timeliness of any CARIJOB.ASIA Website or the CARIJOB.ASIA Content. The use of all CARIJOB.ASIA Website and the CARIJOB.ASIA Content is at your own risk.
7. Nothing on CARIJOB.ASIA Website shall be considered an endorsement, representation or warranty with respect to any User or third party, whether in regards to its web sites, products, services, hiring, experience, employment or recruiting practices, or otherwise.

8. If we are in breach of these Terms, we will only be responsible for any losses that you suffer as a direct result and to the extent that they are a foreseeable consequence to both of us at the time you use the CARIJOB.ASIA Website. Our liability shall not in any event include business losses such as lost data, lost profits or business interruption.

9. The aggregate liability by CARIJOB.ASIA to you for all claims arising from your use of CARIJOB.ASIA Website and/or CARIJOB.ASIA Services shall be limited to the amount of the existing package fee subscribed to and paid by you and operative at that time, or in the event you are a Candidate, shall be limited to RM100.

Disclaimers

1. CARIJOB.ASIA shall not be liable for any loss of information howsoever caused as a result of any interruption, suspension or termination of CARIJOB.ASIA Services or for CARIJOB.ASIA Content, accuracy or quality of information available or transmitted through CARIJOB.ASIA Services.

2. You acknowledge and agree that it is not CARIJOB.ASIA's policy to exercise editorial control over and to edit or amend any data or contents of any emails or posting or any information that may be inserted or made available or transmitted to or from a third party in or through CARIJOB.ASIA Website and/or CARIJOB.ASIA Services.

Third Party Website

1. As a convenience to customers, the CARIJOB.ASIA Website includes links to other web sites or material which are beyond its control. CARIJOB.ASIA is not responsible for content on any site outside the CARIJOB.ASIA Website.

Advertising and Sponsorship Policy

1. Part of the CARIJOB.ASIA Website may contain advertising and sponsorship. Advertisers and sponsors are responsible for ensuring that material submitted for inclusion on the CARIJOB.ASIA Website complies with relevant laws and codes.

2. CARIJOB.ASIA reserves the right to refuse to run any advertisements that, in CARIJOB.ASIA sole discretion, are not suitable for publication on any of the CARIJOB.ASIA Website.

3. CARIJOB.ASIA will not be responsible to you for any error or inaccuracy in advertising and sponsorship material.

Indemnity

1. You agree to defend, indemnify, and hold harmless CARIJOB.ASIA, and its affiliates, and their respective officers, directors, employees, and agents, from and against any claims, actions or demands, including without limitation reasonable legal and accounting fees, alleging or resulting from:-

- a. Any User Content or other material you provide to any CARIJOB.ASIA Website;
- b. Your use of any CARIJOB.ASIA Content; or
- c. Your breach of these Terms.

2. CARIJOB.ASIA shall provide notice to you promptly of any such claim, suit or proceeding.

Applicable Law

1. These Terms will be subject to the laws of Indonesia.

2. We will try to solve any disagreements quickly and efficiently. If you are not happy with the way we deal with any disagreement and you want to take court proceedings, you must do so within Indonesia.

International Use

1. We make no promise that materials on the CARIJOB.ASIA Website are appropriate or available for use in your location, and accessing the CARIJOB.ASIA Website from territories where its contents are illegal or unlawful is prohibited. If you choose to access this CARIJOB.ASIA Website from your location, you do so on your own initiative and are responsible for compliance with local laws.

Miscellaneous

1. You may not transfer any of your rights under these Terms to any other person. We may transfer our rights under these Terms to another business where we reasonably believe your rights will not be affected.

2. If you breach these Terms and CARIJOB.ASIA chooses to ignore this, CARIJOB.ASIA will still be entitled to use its rights and remedies at a later date or in any other situation where you breach the Terms.

3. CARIJOB.ASIA shall not be responsible for any breach of these Terms caused by circumstances beyond its reasonable control.

4. If any of these Terms shall be found by any court or administrative body of competent jurisdiction to be invalid or unenforceable, the invalidity or unenforceability of such provision shall not affect the other provisions of these Terms and all provision not affected by such invalidity or unenforceability shall remain in full force and effect.

5. CARIJOB.ASIA has taken every reasonable steps to comply and will continue to comply with its obligations as a data processor arising from the data protection and privacy laws in force from time to time to the extent that those obligations are relevant to this Agreement. Further, we have taken steps to implement and shall maintain an information security program including reasonable administrative, technical and physical measures designed to secure and protect the confidentiality, integrity and availability of all Confidential Information while in such party's possession against unauthorized, unlawful or accidental access, disclosure, transfer, destruction, loss or alteration. The term Confidential Information will not, however, include any information that identifies or directly relates to natural persons ("Personal Data"). Each party will exercise commercially reasonable efforts not to disclose any Personal Data to the other party and to restrict the other party's access to its Personal Data, but if a party is given access to the other party's Personal Data, the receiving party will protect such Personal Data using a reasonable standard of care.

General

1. The CARIJOB.ASIA Website is owned and operated by INNIO Group and Agensi Pekerjaan INNIO SDN BHD.

2. If you have any queries please contact us here.

3. Notices to CARIJOB.ASIA should be sent to the address listed on CARIJOB.ASIA Website.

4. We will send notice to you at the address submitted by you or to such other address as CARIJOB.ASIA reasonably determines is an appropriate address for you.

Job advertisement terms

1. Posting Websites & Work Location – Posting site is Any (Non PH) and work location is Any

2. This package is open to any CARIJOB.ASIA website with any work location in Malaysia and/or Singapore and/or Others.

3. This is a self-posting DIY package.
4. Advertisements posted will remain online for a period of thirty (30) days. All job advertisement posted will be stored in for 24 months from the posting date.
5. All resumes will be stored in for 12 months from the posting date of the advertisement(s) or the retrieval date from Resume Search database, whichever is earlier.