

TERMS AND CONDITIONS FOR THE PROVISION OF SERVICES BY ELECTRONIC MEANS VIA THE JOBROWSE PLATFORM

Last updated: 17 March 2026

I. Definitions

1. As used in these Terms and Conditions, the following terms shall mean:

- a. **Service Provider** or **JOBROWSE** – JOBROWSE spółka z ograniczoną odpowiedzialnością with its registered office in Warsaw, address: ul. Nowogrodzka 50 / 510, 00-695 Warsaw, entered into the Register of Entrepreneurs of the National Court Register maintained by the District Court for the Capital City of Warsaw in Warsaw under KRS number: 0001196543, holding Tax Identification Number (NIP): 7011279400 and REGON number: 542825442.
- b. **Anonymous Offer** – means a description of the Candidate's professional potential presented to Employers without any data enabling the direct identification of the Candidate.
- c. **Application** – means the software and website owned by the Service Provider, available online at jobrowse.com and its subdomains. The Application constitutes a global reverse recruitment platform, enabling Candidates to present their professional potential by creating Anonymous Offers and using Market Benchmark tools supported by artificial intelligence (AI). Through the Application, Employers can search for Candidates in the offer database and initiate contact with them using the Contact Request functionality.
- d. **Market Benchmark** – means a functionality based on the analysis of provided information regarding the Candidate, providing the Candidate with an analysis of their development opportunities within the labor market.
- e. **Candidate** or **User** – means a natural person (Consumer) who has created an Account for the purpose of creating an Anonymous Offer and using the System's services.
- f. **Candidate Account** – means an individual, secured part of the System within which the Candidate manages their data and Anonymous Offer.
- g. **Payment Operator** – means a third-party payment service provider through which online Payments may be processed within the Application.
- h. **Account** – means an individual User profile within the Application, required to use its services, assigned to a unique e-mail address.
- i. **Discovery** – means the moment of voluntary disclosure of the Candidate's identifying data to a specific Employer following the Candidate's acceptance of a Contact Request.

- j. **Employer** – means a business or recruitment entity that has entered into an agreement with the Service Provider for the purpose of searching for Candidates and submitting cooperation offers to them.
- k. **Contact Request** – means a declaration of intent by the Employer constituting a response to the Candidate's Anonymous Offer.
- l. **Premium Service** – means a paid variant of the Service, offering extended functionalities such as advanced Benchmark, higher priority in the Intelligent Browser, or others expressly indicated within the Application.
- m. **Subscription** – means a payment model for the Premium Service involving the cyclical collection of fees.
- n. **Billing Period** – means the period for which access to the Premium Service has been purchased (e.g., month, quarter, year).
- o. **Digital Content** – means data produced and supplied in digital form, including Market Benchmark reports.
- p. **Consumer** – means a User who is a natural person performing a legal act with JOBROWSE that is not directly related to their business or professional activity, as well as a natural person entering into an agreement directly related to their business activity when it follows from the content of such agreement that it does not have a professional nature for such person.
- q. **Terms and Conditions (Regulations)** – means this document specifying the rules for the provision of services by JOBROWSE.

II. General Provisions and Contact Details

1. These Terms and Conditions define the types and scope of services provided by electronic means by JOBROWSE to Users, the conditions for their provision, including technical requirements necessary for cooperation with the ICT system used by JOBROWSE, the prohibition of providing unlawful content by the User, as well as the conditions for concluding and terminating agreements for the provision of such services and the complaint procedure.
2. Each User is obliged to read the content of the Terms and Conditions and accept them before starting to use the Services.
3. JOBROWSE may be contacted:
 - a. via e-mail at the following address: contact@jobrowse.com;
 - b. by post at the following address: as indicated in Section I, point 1(a) of these Terms and Conditions.
4. The e-mail address - contact@jobrowse.com constitutes a single electronic point of contact within the meaning of the Digital Services Act (DSA), enabling direct communication with

Member State authorities, the European Commission, and the European Board for Digital Services, as well as with Users.

5. Users of the Application are prohibited from:
 - a. providing unlawful content, including content of a violent or obscene nature, infringing upon the personal rights of third parties, content inciting hatred based on race, ethnicity, or religion, or content violating generally accepted social norms;
 - b. providing false personal data or information, or the content or materials of third parties without their consent;
 - c. advertising or promoting their own services or goods, as well as the services or goods of third parties, within the Application;
 - d. sharing content or materials in the Application that infringe upon the rights of others (in particular, intellectual property rights);
 - e. infringing upon the rights of other Users, in particular through harassment, humiliation, or intimidation;
 - f. disseminating content containing spyware, computer viruses, or other data threatening computers or computer networks;
 - g. sending unsolicited messages or spam;
 - h. violating the provisions of law or these Terms and Conditions;
 - i. using the Application in a manner inconsistent with the principles of social coexistence or good morals, or in a manner that disrupts the proper functioning of the Application, or in a manner that violates the legitimate interests of JOBROWSE.
6. JOBROWSE reserves the right to block or delete the Account of a User who fails to comply with the provisions of these Terms and Conditions, acts in a manner contrary to generally applicable laws or the principles of social coexistence, or whose conduct is deemed harmful to JOBROWSE or other Users. Deletion of the Account shall constitute termination of the Agreement.
7. JOBROWSE does not monitor interactions between Users, in particular messages exchanged, and shall not be held liable for any damages resulting from such interactions. However, if you suspect that another User is violating the provisions of these Terms and Conditions, the law, or other norms, you may report it to Us.

III. User Accounts and Technical Requirements

1. In order to use the Application, the User must create an Account, providing true and current data, including their first name, surname, e-mail address, and telephone number.
2. A single User may hold only one Account in the Application. Sharing the Account with third parties is prohibited
3. The User shall be liable for all actions taken on their Account, unless unauthorized access occurred through no fault of the User and for reasons attributable to JOBROWSE.
4. For the proper use of the Application, it is necessary to meet the following minimum technical requirements:
 - a. possession of a mobile device with active Internet access,
 - b. an installed Android operating system version at least 10 or iOS version at least 14.
5. The User agrees that within the Application, including in the content provided within the Application and within their profile, they shall not:
 - a. publish defamatory, obscene, pornographic, or otherwise unlawful content.
 - b. threaten other Users, use vulgar language, or intentionally disrupt discussions with repetitive or meaningless messages ("spam").
 - c. engage in personal attacks against other Users.
 - d. publish unauthorized commercial content, including advertisements and solicitations for funds.
 - e. impersonate other persons or JOBROWSE employees.
 - f. violate the privacy of other Users, including by collecting and publishing their personal data.
6. By publishing any content in the Application that constitutes a work within the meaning of copyright law (in particular opinions, comments, or photos), the User bears full responsibility for such content and represents that they hold all rights thereto.
7. Upon publication of the content, the User grants JOBROWSE a worldwide, royalty-free, non-exclusive license to use such content in the following fields of exploitation:
 - a. recording and reproduction by any technique, including digital techniques;
 - b. making the content available to the public in such a way that everyone may access it from a place and at a time individually chosen by them, in particular within the Application and on the Internet, including social media;
 - c. use in JOBROWSE's promotional and marketing materials.

8. The license is granted for the duration of the agreement for maintaining the User Account in the Application, and upon deletion of the Account, it transforms into a license granted for an indefinite period.
9. Any person may report content to JOBROWSE that they consider illegal via e-mail at: contact@jobrowse.com or through the "report" function available within the Application.
10. The report should include a statement of reasons as to why the specific content is considered illegal, as well as an indication of its exact location within the Application.
11. JOBROWSE shall process all reports in a non-discriminatory, objective, and due diligent manner. Following the review of the report, JOBROWSE shall promptly notify the reporting person of its decision via electronic means.
12. In the event of a breach of law or these Terms and Conditions, JOBROWSE may take actions such as removing the content, or suspending or deleting the User Account. The affected User shall be informed of the decision and the statement of reasons for it via electronic means.
13. The User has the right to appeal the moderation decision within 6 months of its receipt through an internal complaint-handling system available upon contacting the address: contact@jobrowse.com

IV. Account Blocking and Deletion

1. JOBROWSE reserves the right to suspend the User Account, which – depending on the case – results in temporary or permanent deprivation of the User's right to use the Application.
2. Suspension or deletion of the User Account may occur, in particular, if the User:
 - a. provided false data during registration or while using the Application, or infringed upon the personal rights and/or rights of third parties;
 - b. engaged in conduct deemed by JOBROWSE to be inconsistent with applicable laws or contrary to the purposes of the Application;
 - c. uses the Application in a manner contrary to these Terms and Conditions;
 - d. grants access to their Account to third parties;
 - e. has not used the Account for a period of at least 12 months since the last login;
3. In the case specified in Section 2, point (h) above, the User has the possibility to unblock the Account after receiving information about its suspension at the e-mail address provided during registration.
4. A User whose Account has been permanently blocked or deleted due to a breach of the Terms and Conditions may not create a new Account without obtaining the prior, express consent of JOBROWSE.

5. In the event that a User whose Account has been blocked manages to register and activate a new Account without obtaining JOBROWSE's consent, such an Account shall be deemed created in violation of the Terms and Conditions and may be deleted at any time without prior notice.

V. Interactions and Payments

1. The Application enables Candidates to receive and review Contact Requests sent by Employers in response to an Anonymous Offer.
2. The establishment of a professional relationship occurs directly between the Candidate and the Employer at the moment the Candidate accepts the Contact Request (Discovery). JOBROWSE is not a party to any employment contract or any other civil law agreement between these entities and merely provides the technology enabling the establishment of contact.
3. The use of the Application by the Candidate within its basic scope is free of charge. Selected functionalities, marked in the Application as "Premium," require the payment of a fee.
4. A detailed list of benefits resulting from a Premium account (e.g., access to detailed offer popularity statistics, advanced Benchmark filters) is available in the "Pricing tab".
5. Payments may be processed in the following manner (as explicitly indicated within the form):
 - a. One-time payment for a specific service (e.g., a single report);
 - b. Subscription-based access, which is automatically renewed for the subsequent Billing Period.
6. Payments are processed via an external Payment Processor (Stripe). JOBROWSE does not store payment card data.
7. In the case of a Subscription, the fee will be charged automatically at the beginning of each Billing Period. The User may cancel the automatic renewal at any time in the Account settings. The cancellation shall take effect at the end of the current Billing Period.
8. JOBROWSE reserves the right to change the pricing of Premium Services. New prices shall apply to newly concluded agreements. In the case of ongoing Subscriptions, the new price shall apply from the subsequent Billing Period, of which the User shall be notified with **14 days' notice** and has the right to cancel.
9. Any complaints regarding online payments for Premium services should be submitted directly to the Payment Processor or to JOBROWSE at the address: contact@jobrowse.com.

VI. Rejecting Offers

1. The Candidate has the full right to reject a received Contact Request without stating a cause. Rejection of the request results in a definitive inability for the respective Employer to view the Candidate's identifying data.
2. The rules for cancelling paid Premium services (subscriptions) are specified in the description of the respective package. A Candidate, who is a Consumer, has the right to withdraw from the

purchase of a Premium service within 14 days, provided that they have not consented to the full performance of the service before the expiry of this period.

3. The frequency of receiving Contact Requests depends solely on the parameters of the Anonymous Offer and Employer demand. JOBROWSE does not guarantee that the Candidate will receive a minimum number of offers.

VII. Discovery Mechanism

1. Access to the Candidate's identifying data (first name, surname, e-mail address, telephone number) is available to the Employer exclusively during an active connection after the Candidate has accepted the Contact Request.
2. The activation of the Discovery mechanism is irreversible regarding the transfer of data. A Contact Request is accepted, it results in the transmission of the Candidate's data to the Employer's system.
3. The Candidate undertakes to keep confidential any Employer data accessed as a result of the Discovery, provided that such Discovery does not lead to the establishment of cooperation.
4. In the event of technical issues with the display of Employer data after the request has been accepted, the Candidate should promptly report the problem to the address: contact@jobrowse.com.
5. The Employer has the right to require the Candidate to verify their identity or to provide documents confirming the professional qualifications indicated in the Anonymous Offer at a further stage of recruitment outside the System

VIII. Ranking and Matching Algorithm

1. JOBROWSE shall exercise due diligence to ensure that the presentation of Anonymous Offers in the System is as transparent as possible for Employers and facilitates accurate matching. The ranking of Candidate profiles in search results (Intelligent Browser) depends on the parameters of the matching algorithm, such as:
 - a. Skill alignment: The degree to which the Candidate's skills match the Employer's search query.
 - b. Market benchmark alignment: The correlation between the Employer's budget and the Candidate's financial expectations.
 - c. Location and work model: The consistency between the Candidate's preferences and the Employer's offer (e.g., remote work).
 - d. Profile completeness: The completion of all six steps of the Anonymous Offer.

IX. Withdrawal From the Agreement

1. The Candidate has the right to withdraw from the agreement for the provision of services by electronic means within 14 days of its conclusion (account creation) without stating a cause.
2. The Administrator informs that the Candidate may request the commencement of the Service before the expiry of the withdrawal period.
3. In the case of services consisting of the **delivery of digital content** (including the Market Benchmark functionality) not supplied on a tangible medium, the right of withdrawal **does not apply** if the performance began with the Candidate's express and prior consent before the expiry of the withdrawal period and after the Administrator informed the Candidate about the loss of the right of withdrawal and the Candidate acknowledged this fact.
4. In the case of a continuous Premium Service (Subscription), if the User requested the commencement of the service before the expiry of the 14-day period, in the event of withdrawal, they are obliged to pay for the services rendered up to the moment of withdrawal.
5. If the Service has been fully performed (e.g., a full Market Benchmark report has been generated and shared) at the express request of the Candidate before the expiry of the 14-day period, the right to withdraw from the Agreement expires.
6. To exercise the right of withdrawal, the Candidate should inform JOBROWSE of their decision by means of an unequivocal statement sent via e-mail to: contact@jobbrowse.com.
7. The Candidate may use the model withdrawal form constituting Annex No. 1; however, it is not mandatory.
8. In the event of effective withdrawal, the agreement is deemed void, and the Candidate's Account, along with all its content, shall be promptly deleted.
9. Independent of the right of withdrawal, the Candidate has the right to **terminate the Agreement with immediate effect** at any time, without stating a cause, including by independently deleting the Account in the "Profile" tab.

X. Liability

1. JOBROWSE acts as a technological platform facilitating contact between Users and Partners. JOBROWSE does not exercise control over and shall not be held liable for interactions between the Candidate and the Employer.
2. JOBROWSE's liability is limited solely to the proper functioning of the Application and the Market Benchmark tools. The Administrator shall not be liable for the course or outcome of recruitment processes occurring outside the System.
3. It is prohibited to take any actions that violate these Terms and Conditions. Furthermore, the User undertakes not to use the Application for the purpose of:
 - a. harassing, insulting, defaming, or discriminating against others based on gender, sexual orientation, religion, ethnicity, race, age, nationality, or disability;
 - b. transmitting false or misleading information;

- c. collecting or tracking the personal data of others without their consent;
 - d. spamming, phishing, or data scraping;
 - e. circumventing the Application's security features;
 - f. decompiling or reverse engineering the Application's code.
4. The Market Benchmark is a supportive tool based on statistical analysis; JOBROWSE does not guarantee that the Candidate will receive the exact market remuneration indicated therein.
 5. JOBROWSE shall not be held liable for any losses associated with the unfair or fraudulent activities of any User. By using the Services, you hereby release JOBROWSE from any and all liability arising from such activities. JOBROWSE reserves the right to immediately delete the account of any User who engages in fraudulent conduct.

XI. Personal Data

1. JOBROWSE is the Data Controller of the Users' personal data to the extent necessary for the provision of the Application's services.
2. At the moment a Discovery occurs (acceptance of the Contact Request), the specific Employer also becomes a Data Controller of the Candidate's data to the extent necessary to conduct the recruitment process.
3. JOBROWSE transfers the Candidate's data (first name, surname, e-mail, telephone number) to the Employer solely for the purpose of enabling the recruitment process, following the explicit consent of the Candidate.
4. The Candidate has the right to access their data, to rectify it, and to request its erasure by deleting the Account.
5. Detailed information regarding the processing of personal data is provided in the Privacy Policy, available on the JOBROWSE website and within the Application.

XII. Intellectual Property

1. All rights to the Application, in its entirety and in parts, and specifically the textual, graphic, and multimedia elements, as well as the software elements generating and supporting the Application, are subject to copyright and are the property of JOBROWSE or entities with which JOBROWSE has entered into appropriate agreements.
2. Upon Account creation, JOBROWSE grants the User a limited, non-transferable, revocable, and non-exclusive license to use the Application.
3. The license entitles the User to use the Application solely for personal, non-commercial use, in accordance with its intended purpose and the functionality described in these Terms and Conditions.

4. The User has no right to reproduce, sell, market, or otherwise distribute the Application, in whole or in part. In particular, the User is prohibited from:
 - a. attempting to reverse engineer the source code of the Application),
 - b. modifying, adapting, or creating derivative works based on the Application,
 - c. transmitting or making the Application available on computer systems and networks or any other ICT systems.

XIII. Complaints

1. Complaints regarding the operation of the System, the Account, or the Market Benchmark should be submitted to: support@jobbrowse.com. Complaints regarding the recruitment process, terms of employment, or the conduct of Employers should be directed directly to the relevant Employer. JOBROWSE shall review complaints within 14 days of their receipt.
2. In the event that the complaint procedure does not yield the result expected by the User, a User who is a consumer may utilize out-of-court complaint handling and redress mechanisms. Detailed information regarding the possibility for a consumer User to use out-of-court complaint handling and redress mechanisms, as well as the rules of access to these procedures, is available at the offices and on the websites of district (municipal) consumer ombudsmen, social organizations whose statutory tasks include consumer protection, and Provincial Inspectorates of the Trade Inspection.

XIV. Final Provisions

1. JOBROWSE has the right to amend the Terms and Conditions in the event of important reasons, in particular in the case of:
 - a. change in the provisions of law or change in the interpretation of the law by courts, administrative authorities, or other institutions;
 - b. change in the scope or conditions of providing Services or other functions of the Application, including the introduction of paid services;
 - c. changes in the manner of using the Application resulting from technical or technological reasons;
 - d. the necessity to update JOBROWSE's data;
 - e. the necessity to make editorial changes to the text.
2. In the event of an amendment to the Terms and Conditions, JOBROWSE shall provide its consolidated text by publishing it in the Application, via a message sent to the e-mail address assigned to the Account, and through a notification in the Application.
3. The amendment to the Terms and Conditions shall enter into force 14 days after the date the information about the amendment is sent. In the case of Users who have already concluded the Agreement, i.e., those holding an Account, they have the right to terminate the Agreement, i.e.,

delete the Account, in accordance with the provisions of Chapter IX of the Terms and Conditions.

4. In matters not regulated by these Terms and Conditions, the provisions of Polish law shall apply.
5. Any disputes arising from the services provided by JOBROWSE shall be resolved by the competent common courts, in accordance with the applicable provisions of Polish law.
6. If any provision of these Terms and Conditions is found to be invalid or ineffective by a final court judgment, the remaining provisions shall remain in force.

Annex No. 1 – Model Withdrawal Form

Annex No. 1 – Model Withdrawal Form (this form should be completed and sent only if you wish to withdraw from the agreement)

Address: JOBROWSE sp. z o.o., ul. Nowogrodzka 50 / 510, 00-695 Warszawa, e-mail: contact@jobrowse.com.

Statement

I, the undersigned, hereby inform of my withdrawal from the agreement for the provision of services via the JOBROWSE mobile application.

Date of conclusion of the agreement (account creation): _____

Name and surname of the Consumer: _____

Consumer's e-mail address (used in the Application): _____

Date and signature of the Consumer: _____