Yadanoo — Terms of Use

English

VERSION 2 — Effective 15 November 2026 (changes highlighted in yellow)

TERMS OF USE — Yadanoo

Last Updated: 10 November 2026. The provisions on Guest Applications (Section 6.2) take effect on 15 November 2026.

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1. ACCEPTANCE OF TERMS

These Terms of Use constitute a legally binding agreement made between you, whether personally or on behalf of an entity ("you"), and Yadanoo ("Yadanoo", "we", "us", or "our"), concerning your access to and use of the Yadanoo website and platform, as well as any other media form, media channel, mobile website, or mobile application related, linked, or otherwise connected thereto (collectively, the "Site"). You agree that by accessing the Site, you have read, understood, and agreed to be bound by all of these Terms of Use.

IF YOU DO NOT AGREE WITH ALL OF THESE TERMS OF USE, THEN YOU ARE EXPRESSLY PROHIBITED FROM USING THE SITE AND YOU MUST DISCONTINUE USE IMMEDIATELY.

Supplemental terms and conditions or documents that may be posted on the Site from time to time are hereby expressly incorporated herein by reference. We reserve the right to make changes or modifications to these Terms of Use at any time and for any reason, including but not limited to changes in applicable laws, platform policies, or business requirements. We will alert you about any changes by updating the "Last Updated" date of these Terms of Use and, where the changes are material, through the platform's notification system. It is your responsibility to periodically review these Terms of Use to stay informed of updates. Your continued use of the Site after any revised Terms of Use are posted constitutes your acceptance of such changes.

The information provided on the Site is not intended for distribution to or use by any person or entity in any jurisdiction or country where such distribution or use would be contrary to law or regulation. Those who access the Site from other locations do so on their own initiative and are solely responsible for compliance with local laws.

The Site is intended for users who are at least 13 years of age. All users who are minors in the jurisdiction in which they reside (generally under the age of 18) must have the permission of, and be directly supervised by, their parent or guardian to use the Site.

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2. SERVICE NATURE AND FEES

Yadanoo is currently provided as a free service to both job seekers and employers. However, Yadanoo reserves the right, at any time, to:



- Introduce subscription plans, listing fees, or other charges for access to the platform or any of its features.
- Restrict certain features or functionalities to paid tiers only.
- Modify, add, or remove pricing structures with reasonable notice.

Continued use of the Site after any such changes to the fee structure constitutes your acceptance of the new terms. Where fees are introduced, specific payment terms and conditions will be provided at that time.

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3. NO GUARANTEES, DISCLAIMER OF WARRANTIES

THE SITE AND ALL SERVICES PROVIDED THROUGH IT ARE OFFERED ON AN "AS-IS" AND "AS-AVAILABLE" BASIS WITHOUT WARRANTIES OF ANY KIND, WHETHER EXPRESS OR IMPLIED. Yadanoo DOES NOT GUARANTEE EMPLOYMENT OUTCOMES, THE ACCURACY OF JOB LISTINGS, THE LEGITIMACY OF ANY EMPLOYER OR JOB SEEKER, OR THE SUITABILITY OF ANY CANDIDATE FOR ANY POSITION.

Notwithstanding the above, Yadanoo makes genuine and reasonable efforts to protect job seekers on its platform. Yadanoo conducts verification and screening checks on employer accounts, as described in Section 6, with the aim of preventing fake job postings, fraudulent companies, and other bad actors from accessing or misusing the service. However, no verification process can be absolute, and such checks do not constitute a guarantee, warranty, or representation of the legitimacy of any employer, job posting, or job seeker. Users remain responsible for exercising their own judgment and due diligence before engaging with any party on the Site.

In addition, certain job listings displayed on the Site may be sourced through automated aggregation from external websites and were not submitted or reviewed through Yadanoo's standard employer verification process. While Yadanoo applies reasonable filtering to such listings, they are provided for informational purposes and carry a higher degree of uncertainty regarding accuracy, legitimacy, and availability. Users should exercise additional caution when engaging with aggregated listings and verify details directly with the employer.

TO THE FULLEST EXTENT PERMITTED BY APPLICABLE LAW, Yadanoo EXPRESSLY DISCLAIMS ALL WARRANTIES, INCLUDING BUT NOT LIMITED TO IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, AND NON-INFRINGEMENT.

In the event of a data breach, unauthorized access, hacking, cyberattack, or any other security incident affecting the Site or its systems, and to the fullest extent permitted by applicable law, Yadanoo's liability to any user, employer, or third party for any resulting loss or damage shall be limited, and Yadanoo shall not be liable for indirect or consequential damages, including loss of personal data, financial loss, or reputational damage, except where such incident results from Yadanoo's failure to implement reasonable security measures. Nothing in this section limits any rights you may have under applicable consumer protection or data protection laws that cannot be excluded by agreement.

Yadanoo implements reasonable technical and organizational security measures to protect the data transmitted to or stored on the Site. However, no method of electronic transmission or storage is completely secure, and Yadanoo therefore cannot guarantee absolute security. By using the Site, you acknowledge and accept this inherent limitation, and you are encouraged to exercise care when sharing personal information and to take reasonable precautions to protect your own account credentials.



4. INTELLECTUAL PROPERTY RIGHTS

Unless otherwise indicated, the Site is our proprietary property and all source code, databases, functionality, software, website designs, audio, video, text, photographs, and graphics on the Site (collectively, the "Content") and the trademarks, service marks, and logos contained therein (the "Marks") are owned or controlled by us or licensed to us, and are protected by copyright, trademark, and other intellectual property laws.

Provided that you are eligible to use the Site, you are granted a limited, non-exclusive, non-transferable license to access and use the Site solely for your personal or internal business use. No part of the Site, Content, or Marks may be copied, reproduced, distributed, sold, or otherwise exploited for any commercial purpose without our express prior written permission.

5. USER REPRESENTATIONS

By using the Site, you represent and warrant that:

- All registration information you submit, including any information you provide when applying as a guest, is true, accurate, current, and complete.
- You will maintain the accuracy of such information and promptly update it as necessary.
- You have the legal capacity to agree to and comply with these Terms of Use.
- You are not under the age of 13.
- You will not access the Site through automated or non-human means, including bots or scripts.
- You will not use the Site for any illegal or unauthorized purpose.
- Your use of the Site will not violate any applicable law or regulation.

If you provide any information that is untrue, inaccurate, or incomplete, we have the right to suspend or terminate your account and refuse any current or future use of the Site. Where reasonably possible, you will be notified of such action and given an opportunity to correct the information, unless the inaccuracy appears to be deliberate or fraudulent.

6. USER REGISTRATION AND ACCOUNT VERIFICATION

You may be required to register with the Site. You agree to keep your password confidential and will be responsible for all use of your account and password. We reserve the right to remove, reclaim, or change a username we determine to be inappropriate, obscene, or otherwise objectionable, and we will notify you of any such change.

Employer accounts are subject to identity confirmation and legal presence verification. Yadanoo may request official documents, business records, registration certificates, and other evidence of legal existence at any stage. Yadanoo may conduct authenticity checks independently or with the assistance of a third party, at any time and without a declared timeline.

6.1 Employer Account Naming Requirements

Employer account names and displayed company names must match the **legal registered name** of the entity as evidenced by official registration documents. Account names that append departmental or



functional descriptors to a company name, such as "[Company Name] HR Team", "[Company Name] HR Department", "[Company Name] Recruiters", "[Company Name] Talent Acquisition", "[Company Name] Careers", or any equivalent formulation, are **not permitted**.

The words "HR", "recruitment", "recruiters", "staffing", "talent", "hiring", or similar terms may appear in an account name **only where they form part of the entity's official legal or registered name**, as verified by registration documents. Yadanoo reserves the right to rename, suspend, or reject any account in violation of this requirement, and will notify the account owner of the action taken.

Yadanoo reserves the right to reject any employer account registration if:

- We cannot verify that the employer is an officially or legally existing entity.
- We suspect any attempt to conduct employment fraud, collect personal data unlawfully, or exploit job seekers in any manner.
- The employer operates in a sector or location that Yadanoo chooses to restrict at any given time.
- The account name does not comply with the naming requirements set out in Section 6.1 above.

Rejected applicants will be notified of the rejection through the platform's notification system or by email. Where the rejection is due to incomplete or unverifiable documentation, Yadanoo will indicate this so the applicant may resubmit with corrected materials. Yadanoo is not obligated to disclose the specific reason for rejection where doing so could compromise fraud prevention, the safety of job seekers, or an ongoing investigation. By completing the registration process, account owners acknowledge and accept this article as part of the general terms of this service.

6.2 Guest Applications

From 15 November 2026, visitors may apply for certain jobs without creating an account ("Guest Application"). Guest Applications are available only for jobs that accept applications directly through Yadanoo. They are not available where the employer uses an external application link or another application method.

Acceptance and information. To submit a Guest Application you must accept these Terms of Use and our Privacy Policy. We record the date and time of your acceptance, together with certain technical information, for compliance and abuse-prevention purposes, as described in our Privacy Policy. You must provide accurate and complete information, and your CV must be your own genuine CV, in the format and size permitted by the application form. You may not attach any other document or content.

Manual review. Every Guest Application is reviewed by a member of the Yadanoo team before it is sent to the employer. The review is limited to confirming that the attachment is a genuine CV. It is not an assessment of your qualifications, and Yadanoo does not endorse, recommend, or vouch for any applicant.

Delivery to the employer. Once approved, your application and CV are sent by email to the employer that posted the job, and Yadanoo makes reasonable efforts to ensure delivery. If your application is declined because the attachment is not a genuine CV, we will notify you by email and you may apply again. If your application is not reviewed within fourteen (14) days, it will expire and we will notify you by email. Yadanoo does not guarantee that any application will be approved, read, or answered by the employer.

Screening questions. If your answers to an employer's screening questions do not meet the employer's requirements, your application will still be sent. The employer will be shown the answers that were not met and will decide how to proceed.

No withdrawal or editing. Once a Guest Application has been sent, it cannot be withdrawn or edited. The application form informs you of this before you submit. Please review your information carefully before sending.

Employer responsibility. Once your application has been delivered to the employer, the employer is solely responsible for how it handles your information, and Yadanoo has no control over the copy held by the employer. Please see our Privacy Policy for further details.

Abuse prevention. To protect the Site, employers, and applicants, Yadanoo applies verification measures and reasonable limits on the number of Guest Applications that may be submitted. Yadanoo may reject, block, or remove any Guest Application, and may restrict further Guest Applications, where it reasonably suspects spam, automated submissions, false details or another person's details, harmful files, or any other misuse of this feature.

No account created. Submitting a Guest Application does not create an account or profile, and your information is not added to any candidate database. Your information is kept only for the periods stated in our Privacy Policy.

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7. EMPLOYER CONDUCT AND RESTRICTIONS

Yadanoo is committed to maintaining a safe and fair platform for job seekers. Accordingly, Yadanoo reserves the right to restrict, suspend, or permanently block access to employers that:

- Have a known or suspected history of employment abuses, including but not limited to wage theft, contract violations, or forced labor.
- Have engaged in, or are suspected of engaging in, sexual harassment or abuse in the workplace.
- Are in violation of applicable human rights standards or labor laws in the countries where they operate or recruit.
- Fail to address or remedy reported abuses after being notified through Yadanoo's reporting mechanisms.

Employers subject to restriction, suspension, or blocking will be notified of the action taken. Yadanoo will provide the reason for the action where it is reasonably able to do so, but is not obligated to disclose reasons where disclosure could endanger a complainant, compromise an investigation, or conflict with legal advice received by Yadanoo.

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8. CONTENT GUIDELINES FOR JOB POSTINGS

8.1 Job Description Requirements

All job postings on Yadanoo must meet the following minimum standards:

- A clear and detailed job description including the purpose, responsibilities, and scope of the role.
- Minimum required qualifications, including education level, years of experience, and necessary skills.
- A properly defined and professional job title that reflects the function and seniority of the role (e.g., "Sales Officer", "Marketing Manager", "Finance Analyst"). Generic titles such as "Sales", "Marketing", "Consultant", or "Officer" without a defined function will not be accepted.
- A formal, professional posting format, in accordance with the paragraph below.
- At least one guaranteed and functional application method (see Section 8.2).



Job postings must be written in a formal, professional format. Postings written in the style of a social media post or announcement, including but not limited to postings that open with greetings or salutations such as **"Hello", "Hi", "Greetings", "Dear all", "We are happy to announce"**, or any equivalent expression, will **not be accepted**. Postings containing hashtags, emojis, follower-engagement language (e.g., "tag a friend", "share this post"), or any other social-media-style formatting will likewise be rejected or removed.

Job posts that do not meet these requirements will be removed, and the original poster will be notified through the platform's notification system. Employers may correct and resubmit a removed posting, provided the resubmission complies with these guidelines. Repeated submission of non-compliant postings after notification may result in restriction or suspension of the employer account.

8.2 Application Methods

Employers must provide a clear, functioning, and guaranteed application method. Yadanoo does not permit any contact information, including email addresses, phone numbers, external links, or social media handles, to be embedded directly within the job description body. Application details must only be submitted through the designated fields provided in the job posting form.

Accepted application methods are:

- Direct application through the Yadanoo platform application system, including, from 15 November 2026, Guest Applications as described in Section 6.2.
- An external application link (URL) submitted through the designated link field.
- An email address submitted through the designated email field only.

Applications through social media networks or messaging applications are **not accepted as an application method under any circumstances**. This prohibition covers, without limitation, any social networking platform, professional networking platform, photo or video sharing platform, microblogging platform, instant messaging application, or chat-based service, regardless of the platform's name, type, or popularity, and including any platform that may be launched in the future. External application links submitted through the designated link field must direct to an official company careers page or a dedicated application system, and must **not** direct to any social media profile, page, post, group, channel, or messaging service. Any posting using a social media channel or messaging application as an application method will be removed, and the poster will be notified.

Phone numbers are strictly prohibited as an application method under any circumstances. Adding a phone number for the purpose of collecting applications, whether as a primary, secondary, or supplementary method, is completely prohibited. Any job post that includes a phone number for application purposes will be removed, and the poster will be notified.

Yadanoo reserves the right to restrict or terminate an employer account if there is reasonable suspicion that the employer is directing job seekers to apply through a professional networking page, social media profile, messaging application, or any other external social channel for the purpose of gaining followers, increasing social media engagement, or promoting the employer's business or brand. The Yadanoo platform must not be used as a tool to drive traffic to any social media account or personal brand presence.

Yadanoo does not accept account registrations from competing job platforms, recruitment aggregators, or any similar websites or services that may seek to use Yadanoo for the purpose of driving traffic,

collecting candidate data, or redirecting users away from Yadanoo to a competing platform. Any such account, once identified, will be terminated and the account owner notified of the termination.

External application links must direct to the employer's own official careers page or to a recruitment platform, applicant tracking system, or hiring tool that has been approved by Yadanoo. Yadanoo maintains a list of approved third-party recruitment and applicant tracking services, which may be updated from time to time. Employers wishing to use a service not currently on this list may request approval through the contact channels provided on the Site. Employers may not direct job seekers to any third-party platform, tool, or service that has not been approved by Yadanoo, regardless of the employer's business relationship or subscription with that third party. Where a posting directs job seekers to an unapproved service, Yadanoo may remove the posting, notify the employer of the specific service that requires approval, and allow the employer to resubmit once an approved destination is used or approval is granted.

8.3 Location and Content Consistency

Employers must ensure full consistency between all parts of their job posting. Specifically:

- The job location selected from the platform's dropdown list must match the location stated within the job description.
- Where an external application link is provided, the job title, description, requirements, and location detailed on the external page must be consistent with what is posted on Yadanoo.

Yadanoo reserves the right to compare and cross-reference all submitted details, including external application pages. Any conflict or inconsistency, for example, selecting one city as the location on the platform while mentioning a different city within the job description, or an external link pointing to a different role, will result in the rejection or removal of the post, and the poster will be notified and may resubmit a corrected version.

8.4 Equal Opportunity, Nationality, and Gender in Job Postings

Yadanoo believes that access to employment opportunity should be as broad as possible. Every role posted on Yadanoo is encouraged to be open to qualified candidates of all nationalities and genders. Where no nationality restriction exists, employers are encouraged to state "Open to All Nationalities" to attract the widest pool of qualified candidates.

Yadanoo does not permit job postings that target, prefer, exclude, or filter candidates on the basis of race, color, ethnicity, religion, age, marital status, disability, or any other personal characteristic unrelated to the genuine requirements of the role.

Nationality references in job postings. Employers may include nationality requirements within their job postings where such requirements are based on legitimate operational, regulatory, contractual, or legal considerations, including but not limited to workforce nationalization laws, government contract obligations, export control regulations, security clearance requirements, donor-funded project conditions, visa or work permit considerations, or language and market requirements.

The following rules apply to all nationality references in job postings:

(a) Nationality requirements must be stated using positive, inclusive language that specifies which nationalities are eligible for the role. By way of example, "Open to Indian and Pakistani nationals" or "Saudi nationals only per nationalization requirements" are acceptable.



(b) Negative exclusionary nationality references are strictly prohibited. Employers may not state which nationalities are not eligible, not welcome, or not preferred. By way of example, "No Africans", "[nationality] need not apply", "Arabs only", "Asians preferred", or any language that demeans, degrades, or excludes applicants of a particular nationality, ethnic group, or regional origin is prohibited and will result in immediate removal of the posting.

(c) Where a nationality requirement is included, employers are encouraged to briefly state the reason (for example, "UAE nationals only, Emiratization requirement" or "US citizens required per government contract terms") so that candidates of other nationalities understand the basis for the restriction and do not perceive it as personal bias.

(d) Nationality requirements must not appear in the job title. Job titles must describe the function and seniority of the role only, in accordance with Section 8.1.

(e) Employers may specify a gender requirement for a role where the requirement is based on genuine operational, legal, or cultural considerations. Gender requirements may appear in both the job title and the job description body. Gender requirements must be stated using positive language that specifies which gender is required or preferred (for example, "Receptionist (Female)" or "Male candidates required for this position"). Negative or degrading gender references (for example, "No males", "Women need not apply", or any language that demeans a gender) are strictly prohibited and will result in immediate removal of the posting.

Indirect or proxy references to nationality, including but not limited to specific passport requirements, citizenship requirements, or "native speaker" language requirements where a stated proficiency level would suffice, are subject to the same rules as direct nationality references under this section.

A specific personal characteristic may be referenced **only where it constitutes a genuine and lawful occupational requirement under the laws of the country in which the job is performed**, in which case the employer must be able to justify the requirement upon request by Yadanoo.

Any posting in violation of this section will be removed and the poster notified. Repeated violations may result in suspension or permanent termination of the employer account.

8.5 Post-Approval Editing and Change Tracking

Yadanoo provides employers with a limited editing window following the approval of a job posting, the duration of which is set by Yadanoo's administration and may be adjusted at any time. This feature is intended to allow employers to correct minor errors, update non-material details, or improve the clarity of an approved posting.

All changes made to a job posting after its initial approval are tracked, logged, and subject to review by Yadanoo at any time. Employers must not use the editing window to:

- Introduce content that would not have been approved during the original review, including but not limited to contact information embedded in the job description body, phone numbers as an application method, social media links, or any other content prohibited under Sections 8.1, 8.2, 8.3, or 8.4.
- Alter the fundamental nature of the posting, including but not limited to changing the job title to a different role, changing the job location to a different city or country, replacing the job description with a substantially different position, or redirecting the application method to a channel that would not have been accepted during the original review.
- Add discriminatory language, nationality or gender-based restrictions that fall outside the scope of Section 8.4, or any other content that violates these Terms of Use.



- Circumvent, bypass, or otherwise undermine the review and approval process by submitting a compliant posting with the intention of editing it into a non-compliant posting after approval.

Yadanoo treats the use of the editing window to introduce content that violates these Terms as a **deliberate attempt to bypass the review process**, which is a more serious violation than an initial non-compliant submission. Accordingly:

(a) Where a post-approval edit is found to violate these Terms, the posting will be immediately removed, and the employer will be notified of the removal and the specific violation.

(b) Unlike first-time content violations under Section 8.1, employers who introduce prohibited content through post-approval editing may **not** be offered the opportunity to correct and resubmit. Yadanoo reserves the right to treat such edits as grounds for immediate restriction or suspension of the employer account.

(c) Repeated or deliberate misuse of the editing window may result in permanent termination of the employer account, withdrawal of editing privileges for future postings, or both.

Yadanoo reserves the right to disable the editing window for specific employer accounts, to reduce the permitted editing duration, or to require that all edits undergo a fresh review before becoming visible, at any time and at its discretion.

8.6 Aggregated and Externally Sourced Job Listings

In addition to job postings submitted directly by registered employers, Yadanoo may display job listings sourced through automated aggregation, crawling, or data partnerships with external websites, platforms, or employers (collectively, "Aggregated Listings"). Aggregated Listings are provided to expand the range of employment opportunities available to job seekers on the platform.

Nature of Aggregated Listings. Aggregated Listings are sourced from external websites and are displayed on Yadanoo for informational purposes. The employers associated with Aggregated Listings may not have registered accounts on Yadanoo, may not have agreed to the Yadanoo Terms of Use, and did not submit the listing through Yadanoo's posting form. Yadanoo does not claim authorship of Aggregated Listings and is not responsible for their content, accuracy, completeness, or continued availability.

Content standards. Yadanoo applies reasonable automated and manual filtering to Aggregated Listings to align them, where possible, with the content standards set out in Sections 8.1 through 8.5 of these Terms. However, because Aggregated Listings originate from external sources over which Yadanoo has no editorial control, they may contain content that would not be permitted in a directly submitted posting, including but not limited to nationality or gender references, embedded contact information, informal formatting, or application methods that redirect to external platforms. The presence of such content in an Aggregated Listing does not constitute endorsement or approval by Yadanoo.

Distinction from direct postings. Aggregated Listings will be clearly identified or distinguished from postings submitted directly by registered employers on Yadanoo, so that job seekers can understand the source and nature of the listing. Yadanoo may use labels, visual indicators, or other methods to make this distinction visible.

Accuracy and availability. Because Aggregated Listings reflect information published on external websites at the time of crawling, Yadanoo cannot guarantee that the information remains accurate, that the position is still open, or that the application method is still functional at the time a job seeker views



the listing. Job seekers are advised to verify the details of any Aggregated Listing directly with the employer or on the original source before applying.

Reporting. Job seekers and employers may report any Aggregated Listing that appears to be fraudulent, discriminatory, misleading, expired, or otherwise harmful through the reporting mechanisms provided on the Site. Yadanoo will review such reports and remove or correct the listing where appropriate.

Employer opt-out. Any employer whose job listings are displayed on Yadanoo through aggregation and who does not wish their listings to appear on the platform may request removal by contacting Yadanoo through the contact channels provided on the Site. Yadanoo will process such requests within a reasonable time.

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9. PROHIBITED ACTIVITIES

You may not access or use the Site for any purpose other than that for which we make the Site available. As a user of the Site, you agree not to:

- Systematically retrieve data or content from the Site to create a database or directory without our written permission.
- Trick, defraud, or mislead us or other users, including attempts to obtain sensitive account information.
- Circumvent, disable, or interfere with security-related features of the Site.
- Use any information obtained from the Site to harass, abuse, or harm another person.
- Submit false reports of abuse or misconduct, or make improper use of our support services.
- Use the Site in a manner inconsistent with any applicable laws or regulations.
- Upload or transmit viruses, Trojan horses, or other malicious software or disruptive material.
- Attempt to impersonate another user or use another user's account.
- Sell or transfer your account or profile to another party.
- Use automated systems, bots, scrapers, or scripts to access the Site without authorization.

- Submit a Guest Application using false details, another person's identity or CV, automated means, or any attachment other than a genuine CV, or attempt to bypass the verification measures or limits applied to Guest Applications.
- Collect usernames or email addresses for the purpose of sending unsolicited communications.
- Use the Site in any way that creates an unfair competitive advantage for any party.
- Engage in any activity that could damage, disable, or impair the Site or its servers.
- Attempt to reverse-engineer, decompile, or disassemble any software on the Site.
- Post job listings with titles or descriptions that are intentionally vague, misleading, or incomplete.
- Post job listings that discriminate against, or aggregate candidates on the basis of, race, nationality, gender, or any other personal characteristic, in violation of Section 8.4.
- Use the post-approval editing window to introduce content that would not have been accepted during the original review process, or to otherwise circumvent the job posting review and approval system, in violation of Section 8.5.
- Post tenders, commercial advertisements, promotional content, or any material unrelated to employment. Yadanoo is exclusively a jobs platform and any non-employment related postings will be removed, with notification to the poster.

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10. USER-GENERATED CONTRIBUTIONS



The Site may allow you to create, submit, post, or transmit content including text, job descriptions, company profiles, and other materials ("Contributions"). When creating Contributions, you represent and warrant that:

- Your Contributions do not infringe the intellectual property or other rights of any third party.
- You own or have the necessary licenses and permissions to submit your Contributions.
- Your Contributions are truthful, accurate, and not misleading.
- Your Contributions do not constitute spam, unauthorized advertising, or solicitation.
- Your Contributions do not contain obscene, harassing, violent, or otherwise objectionable content.
- Your Contributions do not violate any applicable law, regulation, or the privacy rights of others.
- Your Contributions do not include content exploiting or targeting minors.

Any violation of these representations may result in the termination or suspension of your right to use the Site, with notification of the action taken.

For the avoidance of doubt, Aggregated Listings as described in Section 8.6 are not considered user-generated Contributions, and the representations and warranties in this section do not apply to content sourced through automated aggregation.

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11. CONTRIBUTION LICENSE

By posting your Contributions to the Site, you grant Yadanoo an unrestricted, irrevocable, perpetual, non-exclusive, royalty-free, worldwide license to host, use, copy, reproduce, publish, distribute, reformat, translate, and display such Contributions for the purpose of operating and improving the Site. You retain ownership of your Contributions, but you waive any moral rights in them in relation to Yadanoo's use.

Yadanoo reserves the right to edit, re-categorize, or remove any Contributions at any time where they violate these Terms or degrade the quality or safety of the Site, and will notify the contributor of any removal. Yadanoo is not liable for any statements made in your Contributions and is not obligated to monitor them.

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12. SUBMISSIONS

Any feedback, suggestions, or ideas you provide to Yadanoo regarding the Site ("Submissions") are non-confidential and become our sole property. We are entitled to use such Submissions for any lawful purpose without compensation or acknowledgment to you.

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13. SITE MANAGEMENT

Yadanoo reserves the right to:

- Monitor the Site for violations of these Terms of Use.
- Take appropriate legal or administrative action against any user who violates these Terms or applicable law.
- Restrict access to, limit availability of, or disable any Contributions or portions of the Site, with notification to affected users where reasonably practicable.



- Remove any content that is excessive in size or burdensome to our systems.
- Modify, update, or discontinue any feature or aspect of the Site, providing advance notice where the change materially affects users.

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14. POLICY CHANGES, ACCOUNT TERMINATION, AND APPEALS

Yadanoo reserves the right to modify these Terms of Use and all associated platform policies at any time. Such changes may be driven by legal requirements, business decisions, platform evolution, or safety concerns. During or following any policy update, Yadanoo may, with notification to the affected account holders:

- Restrict or suspend employer accounts operating in certain sectors or geographic locations.
- Terminate accounts that no longer meet updated eligibility criteria.
- Impose new requirements on existing accounts, including re-verification of identity or legal existence.

14.1 Appeals

Any user whose account has been restricted, suspended, or terminated may submit a written request for review through the contact channels provided on the Site within thirty (30) days of being notified of the action. Yadanoo will review such requests in good faith and respond within a reasonable time. The submission of an appeal does not suspend the effect of the action taken, and Yadanoo's decision following review is final. Appeals are not available where the account was terminated for fraud, employment abuse, exploitation of job seekers, or any activity endangering the safety of users, or where Yadanoo is prevented from conducting a review by legal or regulatory obligations.

14.2 Re-Registration After Termination

If your account is terminated, you may not register a new account under a false name or the name of any third party. Registration of a new account under your own name following termination requires the prior written approval of Yadanoo, which may be granted or refused following review. Accounts terminated for fraud, employment abuse, or exploitation of job seekers are permanently ineligible for re-registration. Yadanoo reserves the right to pursue appropriate legal remedies in addition to account termination.

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15. PRIVACY POLICY

We care about the privacy and security of your data. Please review our Privacy Policy available on the Site. By using the Site, you agree to be bound by our Privacy Policy, which is incorporated into these Terms of Use by reference.

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16. COPYRIGHT INFRINGEMENT

Yadanoo respects the intellectual property rights of others. If you believe that any material available on the Site infringes upon a copyright you own or control, please notify us using the contact information provided on the Site. Please note that you may be liable for damages if you make material misrepresentations in a copyright notification.



17. GOVERNING LAW AND DISPUTE RESOLUTION

These Terms of Use are governed by and construed in accordance with the laws of England and Wales. Any dispute arising out of or in connection with these Terms or your use of the Site shall be subject to the jurisdiction of the courts of England and Wales.

Where Yadanoo considers it appropriate, and in order to facilitate access to justice for all parties, Yadanoo may also choose to resolve matters through the courts of the country in which you are based or in which your business is registered. Yadanoo operates across a number of countries including Iraq, Syria, Lebanon, Jordan, the United Arab Emirates, the Kingdom of Saudi Arabia, Kuwait, Oman, Bahrain, Qatar, Egypt, and Tunisia, and this flexibility is intended to reflect the diverse locations of our users.

Nothing in this section prevents either party from seeking urgent interim relief from a court of competent jurisdiction where circumstances require it.

18. LIMITATIONS OF LIABILITY

TO THE FULLEST EXTENT PERMITTED BY APPLICABLE LAW, Yadanoo AND ITS DIRECTORS, EMPLOYEES, AGENTS, AND AFFILIATES WILL NOT BE LIABLE TO YOU OR ANY THIRD PARTY FOR ANY INDIRECT, CONSEQUENTIAL, EXEMPLARY, INCIDENTAL, SPECIAL, OR PUNITIVE DAMAGES, INCLUDING LOST PROFITS, LOSS OF DATA, LOSS OF BUSINESS, OR REPUTATIONAL HARM, ARISING FROM YOUR USE OF THE SITE OR ANY CONTENT THEREON, EVEN IF WE HAVE BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES. THIS INCLUDES, WITHOUT LIMITATION, DAMAGES ARISING FROM DATA BREACHES, SECURITY INCIDENTS, OR UNAUTHORIZED ACCESS TO YOUR ACCOUNT OR PERSONAL INFORMATION, EXCEPT TO THE EXTENT SUCH DAMAGES RESULT FROM Yadanoo'S FAILURE TO IMPLEMENT REASONABLE SECURITY MEASURES. NOTHING IN THESE TERMS EXCLUDES OR LIMITS LIABILITY THAT CANNOT BE EXCLUDED OR LIMITED UNDER APPLICABLE LAW.

19. INDEMNIFICATION

You agree to defend, indemnify, and hold harmless Yadanoo and its officers, agents, partners, and employees from any loss, damage, liability, claim, or demand, including reasonable legal fees, arising from: (1) your Contributions, (2) your use of the Site, (3) your breach of these Terms, (4) your violation of the rights of any third party, or (5) any harmful act toward another user of the Site.

20. ELECTRONIC COMMUNICATIONS

By using the Site, you consent to receive electronic communications from Yadanoo, including notifications, policies, and records of transactions. You agree that electronic communications satisfy any legal requirement that such communications be in writing. This includes emails relating to Guest Applications, such as confirmations and notices that an application has been declined or has expired.

All communications and messages sent to you by Yadanoo, including but not limited to emails, notifications, in-platform messages, and support correspondence, remain the intellectual property of Yadanoo and are provided to you on a confidential basis, regardless of where such communications are

stored, including within your personal inbox. You may not publish, post, share, reproduce, or otherwise disclose such communications, in whole or in part, to the public or to any third party, including on social media, forums, websites, or any other public channel, without the prior written consent of Yadanoo.

This restriction does not prevent you from disclosing such communications where required by law, by order of a court or competent authority, or where disclosure is necessary to obtain professional legal advice. Any unauthorized publication of Yadanoo's communications may result in suspension or termination of your account and may expose you to legal liability.

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21. CORRECTIONS

Yadanoo reserves the right to correct any errors, inaccuracies, or omissions in the content of the Site at any time. This includes job listing details, descriptions, pricing, and availability.

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22. MISCELLANEOUS

These Terms of Use, together with our Privacy Policy and any other policies posted on the Site, constitute the entire agreement between you and Yadanoo. If any provision of these Terms is found to be unlawful or unenforceable, that provision will be severed and the remaining provisions will continue in full force. Yadanoo's failure to enforce any provision does not constitute a waiver of that right. Yadanoo may assign its rights and obligations under these Terms at any time, with notice provided to users where the assignment materially affects their rights.

Valid from November 15, 2026