

Terms of Business

These Site Terms & Conditions are the basis for individuals, Clients and Agencies using any of the **TipTopCar** web sites. which include the .com or country domains.

Business Terms & Conditions are available to businesses that wish to buy Advertising, Web Services or Database access and are available when registering as a Client or Agency. The site is operated by **Global Internet Services Limited**, a UK registered company, under licence. The terms relate to all the **TipTopCar** domain names registered throughout the world and to TipTop branded web sites. For reference throughout these terms, all uses of **TipTopCar** relate to all TipTop related companies, a list will be provided in the 'about us' on the home page.

Use of Site

By using the **TipTopCar** site and the services available, you are deemed to accept these terms & conditions and any additional terms & conditions, which include services and information, provided by third parties. Each site is provided for the sole purpose of assisting individuals in finding one of the services offered by each individual site and giving free information and advice to assist people in being better informed.

The site also provides a facility for Clients and Agencies to advertise and to search & view items online to find a Resource, some of which are chargeable services. It is the responsibility of Individuals to ensure personal information is not stored in any information uploaded to the site. Failure to remove your Name & Contact information allows Clients & Agencies to contact you without first going through the confidential email alert facility, unless you require to advertise your details. Please note that we cannot accept any responsibility for the contents of any items uploaded. We receive them from Individuals in good faith that the content is true, in a valid format to be read, and is a text based data document or photograph in one of the acceptable formats.

You may access, print and, where available, download information from the site for these purposes only and for no other personal or commercial purpose. You may not otherwise copy, display, email, fax, transmit or distribute any material from the site. All copyright, trademarks, database rights and other intellectual property rights in the site and the material available on the site belong to **TipTopCar** or its third party suppliers. Use of the site does not give you any proprietary rights in such materials.

TipTopCar have the right to refuse any Item to be advertised or Banner advertisement at its discretion without having to give any reason and may stop any Agency or Client from using the site. Where any trial has been offered, **TipTopCar** have the right to end it without notice and remove any free credits allocated.

Browser and Operating System Policy

TipTopCar is provided to work on the current releases of Microsoft Internet Explorer and Firefox browsers. **TipTopCar** Users can enable or disable session cookies (enabling permanent cookies is recommended), and JavaScript, in their browser.

Services

Services and information provided on the site by us and/or our third party suppliers are intended to assist and advise. Neither we, nor our third party suppliers, can guarantee their suitability or prospects of success in any particular case. You should obtain independent verification before relying on information provided on the site in circumstances, which may result in loss or damage.

Disclaimer

TipTopCar does not give any warranty or other assurance as to the operation, quality or functionality of the site. Access to the site may be interrupted, restricted or delayed for any reason. **TipTopCar** also does not give any warranty or other assurance as to the jobs and content of the material appearing on the site, its accuracy, completeness, timelessness or fitness for any particular purpose.

To the full extent permissible by law, **TipTopCar** disclaims all responsibility for any damages or losses (including, without limitation, financial loss, damages for loss in business projects, loss of profits or other consequential losses) arising in contract, tort or otherwise from the use of or inability to use the Site or any material appearing on

Global Internet Services Limited

Park House, Park Street, Maidenhead, Berkshire, SL6 1SL, United Kingdom

Email: admin@Global-Internet-Services.com Fax: 44 1628 207 379 HQ: 44 1628 206201 Sales: 44 1628 207 350

London Slough : New York : Sydney

www.Global-Internet-Services.com

TipTopJob.com & TipTopCar.com are operated by Global Internet Services Ltd under license

TipTopCar, or from any action or decision taken as a result of using TipTopCar or any such material.

External Links

TipTopCar contains many links to external sites and is not responsible for, and has no control over, the content of such sites. Information on TipTopCar or available using hypertext links from TipTopCar, is made available without responsibility on the part of TipTopCar. TipTopCar disclaims all responsibility and liability (including for negligence) in relation to information on or accessible from TipTopCar.

The site is hosted by D-inet.com, which contains protection against unauthorized access using the latest firewall software and other security devices.

Site Availability

TipTopCar and D-inet.com, who host the sites, will attempt to ensure continuous availability of the site and all the services but accept no responsibility for the consequences of interruptions or delays, however caused. TipTopCar will intend to change its design and functionality from time to time in an attempt to improve the use and services on the site.

We use our best efforts to ensure that TipTopCar is available to users of the World Wide Web 24 hours a day, 7 days a week. At times the site may be partially or completely unavailable due to line or technical faults or reasons beyond our control such as failures by third party service providers or a risk of virus attack. It is our intention to deal with these situations as quickly as reasonably possible, but you agree that we shall have no financial liability to you in the event of such unavailability.

Limitation of Liability

Our liability, and the liability of our third party suppliers, for any loss or damage suffered by you as the result of your use of this site is limited to your actual direct damages and, except in the case of fraud, excludes any loss of future earnings, profit or prospects or any consequential or speculative loss. As required by law, this exclusion does not extend to death or personal injury caused by our negligence.

Data Protection

Our use of personal information and uploaded information supplied by users of this site is governed by the privacy policy. Information provided by third parties are taken in good faith and may be used but with the option available for Users to set themselves to opt out of their use on parts of the system.

I confirm that, to the best of my knowledge, the information I have registered is correct and that I have registered/re-registered of my own free will. By submitting my details I agree that the information given may be used for registration and purposes associated with finding me the services of that site and may be passed on to relevant third parties as covered under the UK Data Protection Act.

It is our intention to recognise any International Data Protection requirements and use our best endeavours to comply, however, we can be held responsible under these requirements.

Privacy

TipTopCar will make every effort to comply with the obligations under the UK Data Protection Act. We understand that the information you or your agent provides on the database is confidential and we will use our best endeavour in maintaining it. Information acquired from a third party source will normally be set to inactive until you have given permission for its use.

Profile and Upload Information

On certain sites, you will be requested for a series of information for us to hold and use on the site. This will contain your Name and Contact information, categories, email alert categories, your CV or Photos, which can be uploaded or created online. Your information, or selected parts of the information, will be made available to be viewed and downloaded, by way of an online search over the Internet, by our Clients. These may be direct recruiters, employment consultants, sales consultants, individuals or other organisations, which pay for the service.

IMPORTANT: On the Job sites, your current employer may be either a Client of TipTopCar or a Client of one of the Agencies that use the site. TipTopCar cannot restrict the Clients or Agencies that access CVs on our database and

Global Internet Services Limited

Email: admin@Global-Internet-Services.com Fax: 44 1628 207 379 HQ: 44 1628 206201 Sales: 44 1628 207 350
www.Global-Internet-Services.com

TipTopJob.com & TipTopCar.com are operated by Global Internet Services Ltd under license

cannot be held responsible for any eventuality. You can choose to opt in and out of making your information available depending on your requirements from time to time. Clients will be located in countries from all round the world and especially outside the European Union. The option is available for anyone to switch to different **TipTopCar** sites but still request data from whatever country they desire.

When you register with **TipTopCar**, you will first register and provide a User Key and password and the User key can be used throughout any of the **TipTopCar** sites. On certain sites, you will need to provide additional information of your own User Profile and upload items where we will store the information on our databases. You can update or delete any of the information at any time. A **TipTopCar** Client can be stopped from viewing your data if you have not consented to this within the User Profile section. It is your responsibility to ensure that your data and contact details are kept up to date. You should update your data ideally every 3 months, if being retained on the database, but particularly if your contact details have changed and you are changing jobs or temporary employment assignments. Once your User Profile and upload information are on our database, we will contact you periodically by email to request whether you want to remain active or inactive. By being set inactive, it stops your data being searched and will be archived until you wish to make it active again. We have the right that if we do not have a positive response to a series of emails, we will remove your information from the database.

Password

Passwords are for the sole use of the person to whom they are issued. We may deny access to a password if we reasonably believe that an unauthorised person is using it or that the user is breaching these terms and conditions.

Rights in the Database

Database rights (pursuant to the Copyright and Rights in Databases Regulations 1997) and all other applicable copyright and intellectual property rights in the Databases belong to Dauncey Investments Limited. You acknowledge that you do not acquire any rights in the database or its content and that these terms and conditions govern your retention and use of the database and its content.

Translation Facilities

On the Recruitment Job sites, the online CV facility allows Users to create CVs for use in the system. It is the Candidate's responsibility to ensure the information in those CVs are accurate, truthful and portray a correct record of the Job history. A Candidate may hold a number of CVs, thereby allowing different formats to be held. A facility to translate CVs will be available, on payment by credit card for the specified amount, and the contents will be returned as specified on the purchase page for Translations. We accept no responsibility or liability for the contents of any CVs, created online, uploaded or translated and expects Candidates to carry out such verification procedures, as they feel necessary.

Translation facilities may be made available for other sites in the future.

Sales Or Government Tax

The current understanding on Sales or Government taxes is as follows: If the **Operating Company** has a Sales office in the same country as the person buying then VAT is payable on all amounts invoiced, at the applicable rate for that country.

Within the European Union and where the Purchaser of services is not in the UK, the purchaser must provide a valid VAT registration number to be allowed the VAT to be zero rated. Outside the European Union, there is no VAT charged.

If any Government make changes to these Taxes or to the rules to Internet sales, then the **Operating Company** has the right to change this tax immediately and back date to any transactions by issuing Credit Notes & Invoices appropriately, and collect or refund any difference.

Payment & Currency

The **TipTopCar** services are sold as Credits which are purchased separately within each site and for the appropriate services of that site. All Users specify in their Profile, which currency is their base currency, subject to available currencies for that country, and **TipTopCar** will calculate & show the value in your currency when you are buying services. Credits can be purchased online in a variety of currencies and you can print the invoice off from the system. Payment is required in advance to the appropriate **TipTopCar** office by form of Bank transfer or by credit card.

Global Internet Services Limited

Email: admin@Global-Internet-Services.com Fax: 44 1628 207 379 HQ: 44 1628 206201 Sales: 44 1628 207 350
www.Global-Internet-Services.com

TipTopJob.com & TipTopCar.com are operated by Global Internet Services Ltd under license

continued / page 4



Refunds will be given at the discretion of the Company Management. The Credit Card payments are operated by World Pay Plc or PayPal who both offer a range of major Credit Cards. **TipTopCar** bases its charging on the Euro and **TipTopCar** have the right to change the conversion rate for any currency on the first working day of each week from the London Financial Times.

Governing Law

These Terms and Conditions shall be interpreted in accordance with English law and the English courts shall decide all disputes.

Global Internet Services Limited

Email: admin@Global-Internet-Services.com **Fax:** 44 1628 207 379 **HQ:** 44 1628 206201 **Sales:** 44 1628 207 350
www.Global-Internet-Services.com

TipTopJob.com & TipTopCar.com are operated by Global Internet Services Ltd under license