

TERMS OF USE

The website www.act4HR.gr and www.act4HR.com provides its services to visitors/members upon their acceptance of the following Terms of Use:

The information contained and accessible on this website is provided as general guidance by the company act4HR. It aims to offer the user information of general interest as well as specific information regarding the subject of our professional activities and mission.

Due to the nature of electronic communication processes, act4HR cannot guarantee that the website will be free from disruptions, delays, errors, omissions, or viruses. Therefore, the information is provided "as is" without any warranties of any kind, explicit or implied, concerning accuracy, timeliness, or completeness. In no event shall act4HR and its partners or employees be held responsible for any direct, indirect, incidental, special, exemplary, punitive, consequential, or other damages of any nature (including, but not limited to, liability for loss of use, data, or profits), regardless of the form of action resulting from or in connection with the website, its content, or access to it, or from any copying, display, or use of the content.

Given that the content of the website (including concepts, ideas, methods, policies, procedures, programs, publications, technologies, software, designs, graphics, and information on the website) may constitute intellectual property and is protected as such or by other rights (rights owned by act4HR or independent entities or third parties), any unauthorized use of any material from the website may constitute an infringement of the creator's (copyright) rights, trademark rights, and other intellectual property or other rights.

Users are encouraged to print or distribute the content (e.g., through social media links) under the following conditions:

- Personal and non-commercial use of the content.
- Retention of all notices regarding copyright, trademark, or any other similar notices.
- The content is not used or implied to suggest that act4HR provides information or endorses an organization, its products, or services.

- The material on the website cannot be modified, reproduced, published, executed, or used for any public or commercial purpose without explicit written permission from the content or material provider (including links to third parties).

Act4HR is not responsible if a user fails to obtain the aforementioned explicit written permission recommended by act4HR.

- The name act4HR and the logo constitute trademarks or registered trademarks of act4HR, and other product or service names mentioned on the website may be trademarks or registered trademarks of act4HR.

The use of these trademarks requires prior written permission and the signing of a user agreement with act4HR. Unauthorized use of these or any other trademarks of act4HR will be prohibited according to the strictest application of the law. To apply for the aforementioned written permission, you can contact the Website Manager or use the "Contact" link. Our website may refer to other websites and links. Links to third parties are provided for the convenience of our users. act4HR does not control and is not responsible for any of these websites, nor for their content, and advises reading the privacy policy and terms of use of these websites.

TERMS OF USE

Act4HR vigorously protects its reputation and trademarks and has the right to request the removal of any link to our website.

The following actions of website linking are expressly prohibited by act4HR and may raise issues of trademark and intellectual property rights violation:

- a. Links containing unauthorized use of our logo.
- b. A form of link that hides the URL and/or bypasses the home page or pages containing the company's notices regarding intellectual property, liability provisions, and statements about the company's internet policy.

Act4HR makes every effort to ensure that the corporate website is not affected by viruses, and that third parties cannot have unauthorized access to user's personal information. As there is no infallible security system, we cannot guarantee that our efforts will be completely successful.

In this context, act4HR is not responsible for any loss or damage that may be caused to a user of the website.