



INDEERO TERMS OF SERVICE POLICY

A subsidiary of the Taunton Group

Effective Date: 09th June 2026

Last Updated: 19th July 2026

These Terms of Service ("**Terms**") constitute a legally binding agreement between you ("**User**", "**you**" or "**your**") and **Celora Holdings** ("**Celora Holdings**", "**we**", "**us**" or "**our**"), the owner and operator of the **Indeero** platform ("**Platform**").

By creating an account, accessing or using the Platform, you acknowledge that you have read, understood and agree to be legally bound by these Terms and all Incorporated Policies.

If you do not agree to these Terms, you must immediately cease using the Platform.

Incorporated Policies

The following policies are expressly incorporated into these Terms and form part of this legally binding agreement between you and Indeero.

These include:

- Acceptable Use Policy (AUP)
- Community Standards Policy (CSP)
- Refund Policy (RP)

Collectively these documents are referred to as the "**Incorporated Policies.**"

The Incorporated Policies should be read together with these Terms and any additional policies published by Indeero from time to time.

Where there is any inconsistency between these Terms and an Incorporated Policy, these Terms shall prevail unless expressly stated otherwise.

Account Registration & Eligibility

To access certain features of the Platform, you must create and maintain an active Indeero account.

By registering an account, you represent, warrant and agree that:

- all information provided is true, accurate, complete and current;
- you possess the legal capacity to enter into a binding contract under the laws applicable to you;
- you will promptly update your information where it becomes inaccurate or outdated;
- you will maintain the confidentiality of your login credentials;
- you are responsible for all activity occurring under your account;
- you will not permit another person to use your account;
- you will not sell, transfer, assign or otherwise dispose of your account without the prior written consent of Indeero.

Indeero reserves the right to refuse registration, suspend access or permanently terminate any account where information is false, misleading, incomplete or where continued access would present a legal, regulatory or security risk.

Platform Overview

Indeero is an online recruitment, networking and community management platform primarily designed for Roblox professionals, creators, studios, development teams and communities.

The Platform enables eligible users to:

- create and manage Personal Listings;
- create and manage Community Listings;
- establish and administer Workspaces;
- publish recruitment opportunities through public or private vacancy links;
- receive, review and manage applications;
- communicate with applicants through Platform features;
- purchase promotional Listing Boosts;
- subscribe to Platform service plans including Free, Plus, Pro and Enterprise.

Indeero provides technology services only.

Indeero does not act as:

- an employer;
- an employment agency;
- a recruitment consultancy;
- a staffing provider;
- a recruitment intermediary; or
- a guarantor of employment opportunities.

Nothing within the Platform shall be interpreted as creating an employment, agency, partnership or joint venture relationship between Indeero and any user.

Indeero makes no guarantee regarding recruitment outcomes, hiring decisions, candidate suitability or commercial success.

Personal Listings

Personal Listings or known as People Listings are intended solely to represent the individual account holder.

Users must ensure that all information contained within a Personal Listing is accurate, truthful and capable of substantiation if reasonably requested.

Users must not:

- create Personal Listings on behalf of another individual;
- impersonate another person or organisation;
- knowingly publish false, misleading or deceptive information;
- misrepresent qualifications, employment history, experience or skills;
- use another person's identity, branding or intellectual property without lawful authority.

Users acknowledge that any personal information, contact details, social media accounts, external links or other identifying information published within a Personal Listing is disclosed voluntarily and at the user's own risk.

To the fullest extent permitted by law, Indeero accepts no responsibility for:

- misuse of publicly available information;
- unsolicited communications;
- third-party collection of published information;
- identity theft arising from voluntarily disclosed information;
- actions taken by third parties using publicly available content.

Users remain solely responsible for all information they choose to publish.

Community Listings

Community Listings may only be created by:

- the lawful owner of the community;
- an authorised director or officer;
- an individual holding written authority from the owner.

Indeero reserves the right to request evidence demonstrating ownership or authority at any time.

Failure to provide satisfactory evidence may result in:

- rejection of the submission;
- temporary suspension;
- permanent removal of the Listing;
- suspension of associated accounts.

Approval of a Community Listing does not constitute endorsement, verification or certification of that community by Celora Holdings.

Workspaces & Recruitment Services

Workspaces enable organisations and communities to manage recruitment activities through the Platform.

Workspace functionality may include:

- vacancy creation;
- recruitment management;
- applicant tracking;
- recruitment messaging;
- internal collaboration;
- application review;
- recruitment record management.

Workspace Owners are solely responsible for:

- the accuracy of vacancy information;
- employment advertisements;
- applicant communications;
- recruitment decisions;
- compliance with employment legislation;
- compliance with data protection legislation;
- maintaining appropriate records where required by law.

Indeero is not responsible for decisions made by Workspace Owners regarding recruitment, employment, contracting or volunteer appointments.

No employment, contractual or agency relationship exists between Indeero and applicants or employers using the Platform.

Prohibited Use & Content

Users must not use the Platform to upload, publish, transmit, distribute or otherwise make available any content or activity that:

- violates applicable law;
- infringes intellectual property rights;
- promotes violence or criminal activity;
- contains hate speech or extremist material;
- contains pornography or sexually explicit material;
- contains NSFW material;
- promotes discrimination or harassment;
- facilitates fraud, scams or deceptive conduct;
- distributes malware, ransomware, viruses or malicious software;
- advertises illegal goods or services;
- facilitates the sale of controlled substances or prohibited weapons;
- is harmful to minors;
- otherwise breaches the Acceptable Use Policy or Community Standards Policy.

Indeero reserves the right to remove any content, disable access to listings or suspend accounts without prior notice where such action is reasonably necessary to protect the Platform, its users or comply with legal obligations. Serious or repeated violations may result in permanent account termination.

Platform Monitoring & Security

To maintain the security, integrity and reliability of the Platform, Indeero monitors and records Platform activity where lawful and proportionate.

Monitoring may include:

- account activity;
- authentication records;
- login history;
- IP addresses;
- browser and device information;
- listing activity;
- Workspace activity;
- application records;
- payment activity;
- subscription activity;
- security logs;
- fraud prevention monitoring;
- system audit logs

Monitoring is undertaken for purposes including:

- fraud prevention;
- cybersecurity;
- abuse detection;
- operational security;
- service improvement;
- legal compliance;
- regulatory obligations.

Where suspicious, fraudulent or malicious activity is detected, Indeero may immediately suspend or restrict access pending investigation.

Subscriptions & Service Plans

The Platform offers subscription plans which may include:

- Free
- Plus
- Pro
- Enterprise

Current pricing, features and availability are published on the Indeero Platform.

Indeero reserves the right to modify subscription pricing, benefits, availability or eligibility at any time, subject to applicable consumer protection legislation.

Reasonable notice will be provided where required by law.

Subscription services remain subject to these Terms and the Refund Policy.

Listing Boost Services

Eligible Listings may purchase promotional Listing Boosts.

Boost services are optional paid promotional services intended to increase the visibility of eligible listings for a specified period.

Purchase of a Listing Boost does not guarantee:

- increased engagement;
- successful recruitment;
- increased applications;
- commercial success;
- listing performance.

Unless otherwise required by law or expressly stated within the Refund Policy, activated Listing Boosts are non-refundable.

Payments & Third-Party Payment Processing

Payments made through the Platform are processed by authorised third-party payment providers, including Stripe.

By making a purchase, users also agree to comply with the applicable terms and conditions of the payment provider.

Indeero does not store complete payment card numbers or card verification values (CVV/CVC).

Users acknowledge that payment processing services are provided independently of Indeero.

To the fullest extent permitted by law, Indeero shall not be liable for payment processing delays, payment gateway outages, banking failures, declined transactions or other interruptions arising from third-party payment providers beyond its reasonable control.

Refunds & Cancellations

Refunds, cancellations and payment disputes are governed by Indeero's Refund Policy, which forms part of these Terms.

Unless otherwise required by applicable law or expressly stated within the Refund Policy:

- one-time purchases, including Listing Boosts, are non-refundable once activated;
- subscription payments are non-refundable once charged;
- users may cancel an active subscription at any time through their account settings.

Upon cancellation:

- no further recurring payments will be taken unless the subscription is renewed;
- access to subscription features will continue until the end of the current billing period;
- At the end of the billing period, the account will automatically revert to the Free plan unless another subscription is purchased.

Refund requests should be submitted to: billing@indeero.com

Nothing within this section affects any statutory rights available to consumers under applicable legislation, including the Consumer Rights Act 2015.

Blacklisting & Group Restrictions

To protect the safety, integrity and reputation of the Platform, Indeero may restrict access to users, organisations or communities that have been blacklisted by **Celora Holdings** or another company within the Celora Holdings group.

Restrictions may include:

- refusal of account registration;
- suspension of existing accounts;
- removal of Listings or Workspaces;
- restriction from purchasing Platform services;
- permanent termination of Platform access.

Where a Group-wide blacklist exists, Indeero is required to enforce that restriction and has no authority to overturn or amend the decision independently.

Appeals relating to Group-wide blacklisting should be submitted through the official appeals process via appeals.celoraholdings.co.uk.

Listing & Workspace Review

To maintain the quality, security and integrity of the Platform, all Listings and Workspaces may be subject to moderation and review.

Indeero reserves the right to:

- reject any submission;
- request additional information or supporting evidence;
- require amendments before publication;
- temporarily suspend content pending investigation;
- remove content after publication;
- suspend or terminate associated accounts where appropriate.

Approval of a Listing or Workspace does not constitute endorsement, certification or verification by Indeero.

Users remain solely responsible for all content submitted through the Platform.

Intellectual Property

Unless otherwise stated, all intellectual property rights in the Platform are owned by or licensed to Indeero or its licensors.

This includes, but is not limited to:

- software;
- source code;
- databases;
- branding;
- logos;
- graphics;
- user interface designs;
- documentation;
- text;
- trademarks;
- proprietary systems;
- recruitment tools;
- Workspace functionality.

These materials are protected by applicable intellectual property legislation, including:

- Copyright, Designs and Patents Act 1988;
- Trade Marks Act 1994;
- common law rights;
- international intellectual property treaties where applicable.

Except where expressly permitted by law or with prior written permission, users must not:

- copy;
- reproduce;
- modify;
- reverse engineer;
- distribute;
- commercially exploit; or
- create derivative works from any part of the Platform.

Reporting Intellectual Property Infringement

Reports should be submitted to: legal@celoraholdings.co.uk

Reports should include:

- identification of the allegedly infringing material;
- the relevant URL or Platform location;
- evidence of ownership or authority;
- a description of the alleged infringement.

Following investigation, Indeero may remove content, suspend accounts or take any other action considered appropriate.

Account Suspension & Termination

Indeero reserves the right to suspend, restrict or permanently terminate any account where it reasonably believes that:

- these Terms have been breached;
- an Incorporated Policy has been breached;
- fraudulent activity has occurred;
- abuse of the Platform has occurred;
- security of the Platform is at risk;
- legal or regulatory obligations require action;
- intellectual property rights have been infringed;
- false or misleading information has been provided;
- continued access would create an unacceptable operational, legal or reputational risk.

Where reasonably practicable, users will be informed of enforcement action.

Nothing within these Terms obliges Indeero to provide advance notice where immediate action is necessary to protect users, the Platform or comply with legal obligations.

Users wishing to appeal a suspension may contact: hello@indeero.com

Submission of an appeal does not guarantee reinstatement.

All enforcement decisions made by Indeero are final unless otherwise determined following an internal review.

Limitation of Liability

Nothing within these Terms excludes or limits liability that cannot lawfully be excluded under the laws of England and Wales.

Subject to the above, and to the fullest extent permitted by law, Indeero shall not be liable for:

- loss of income;
- loss of profits;
- loss of business opportunities;
- loss of contracts;
- loss of goodwill;
- reputational damage;
- loss or corruption of data;
- recruitment outcomes;
- hiring decisions;
- user-generated content;
- actions or omissions of third parties;
- Platform downtime;
- interruptions caused by internet providers;
- payment processor failures;
- cyber attacks beyond Indeero's reasonable control;
- misuse of publicly available information published by users.

No Guarantee of Outcomes

Indeero provides technology services only.

Indeero does not warrant or guarantee:

- employment opportunities;
- successful recruitment;
- hiring decisions;
- candidate suitability;
- business growth;
- increased visibility;
- increased engagement;
- financial success;
- commercial outcomes;
- application responses;
- listing performance.

Users acknowledge that recruitment outcomes depend upon numerous factors outside the reasonable control of Indeero.

User Termination

Users may permanently close their account at any time through their account settings or by contacting: legal@celoraholdings.co.uk

Following termination:

- Platform access will cease;
- active subscriptions will not automatically renew;
- personal information will be retained only where required by law, regulatory obligations, fraud prevention requirements or as otherwise described within the Privacy Policy.

Termination of an account does not affect rights or obligations that accrued prior to termination.

Changes to these Terms

Indeero reserves the right to amend these Terms from time to time.

Changes may be made to reflect:

- changes in legislation;
- regulatory guidance;
- operational requirements;
- security improvements;
- Platform functionality;
- commercial developments.

Where changes materially affect users' rights or obligations, reasonable notice will be provided by email, Platform notification or other appropriate means.

Continued use of the Platform after updated Terms become effective constitutes acceptance of those revised Terms.

Governing Law & Jurisdictions

These Terms are governed by and construed in accordance with the laws of England and Wales.

Any dispute arising from or relating to these Terms shall be subject to the exclusive jurisdiction of the courts of England and Wales unless mandatory consumer protection legislation provides otherwise.

These Terms are intended to operate consistently with applicable legislation including, where relevant:

- Consumer Rights Act 2015;
- Data Protection Act 2018;
- United Kingdom General Data Protection Regulation (UK GDPR);
- Privacy and Electronic Communications Regulations (PECR);
- Electronic Commerce (EC Directive) Regulations 2002;
- Copyright, Designs and Patents Act 1988;
- Trade Marks Act 1994.

If any provision of these Terms is determined by a court of competent jurisdiction to be invalid, unlawful or unenforceable, that provision shall be severed and the remaining provisions shall remain in full force and effect.

Contact Information

General Enquiries

hello@indeero.com

Support Centre

<https://support.celoraholdings.co.uk>

Billing Enquiries

billing@indeero.com

Enterprise Enquiries

enterprise@indeero.com

Legal Enquiries

legal@indeero.com

Data Protection Officer

dpo@celoraholdings.co.uk

Entire Agreement

These Terms, together with the Incorporated Policies, Privacy Policy, Cookie Policy and any additional policies expressly incorporated by reference, constitute the entire agreement between you and Indeero regarding your access to and use of the Platform.

These Terms supersede all previous agreements, understandings, representations and communications relating to the subject matter of this agreement, whether oral or written.

By creating an account or otherwise accessing or using the Indeero Platform, you acknowledge and agree that:

- you have read and understood these Terms;
- you agree to be legally bound by these Terms and all Incorporated Policies;
- you will comply with all applicable laws and regulations while using the Platform; and
- you accept that your continued use of the Platform constitutes ongoing acceptance of these Terms as amended from time to time.

If you do not agree to these Terms, you must immediately cease using the Platform and discontinue all use of Indeero services.