

Terms and Conditions

1. Introduction Welcome to DAX BPO Services ("Company," "we," "our," or "us"). These Terms and Conditions ("Terms") govern your use of our website and services. You agree to comply with these Terms by accessing or using our website.

2. Services Our Company provides Business Process Outsourcing (BPO) services, connecting skilled talent from overseas with your business needs. We facilitate recruitment, staff management, and other agreed-upon administrative work.

3. DAX BPO Services Obligations DAX agrees to:

- Recruit, screen, interview, and assign its employees ("Assigned Employees") to perform the roles and tasks specified in Exhibit A under the client's supervision.
- Pay wages and provide benefits to Assigned Employees as per staffing firm policies.
- Ensure Assigned Employees sign agreements confirming they are not entitled to the client's benefits, such as insurance or retirement plans.
- Conduct reference checks to verify the work experience and qualifications of Assigned Employees.

4. Client Obligations The client agrees to:

- Supervise Assigned Employees and manage the client's business operations, products, and intellectual property.
- Provide a safe worksite and necessary training or equipment for hazardous conditions.
- Refrain from altering Assigned Employees' job duties without prior written approval from the staffing firm.
- Exclude Assigned Employees from the client's benefit plans and avoid offering compensation or benefits directly.

5. Talent Obligations Talent registering with our services must:

- Provide accurate professional details.
- Adhere to agreed-upon work terms and conditions.
- Maintain professionalism and integrity while working with overseas clients.

6. Payments and Fees

- Payment terms, service charges, and other fees will be agreed upon before engagement.
- Clients must make payments promptly as per the agreed schedule.

7. Confidentiality: Both clients and talent must maintain the confidentiality of any proprietary information shared during engagements.

8. Limitation of Liability: We do not guarantee employment or business success. Our role is to facilitate connections, and we are not responsible for disputes, losses, or damages arising from engagements. If the client does not provide sufficient data, resources, or support, we cannot guarantee that Assigned Employees will meet unrealistic targets. The client provides all

necessary tools, information, and conditions for successful job performance. Our role is to facilitate connections, and we are not responsible for disputes, losses, or damages arising from engagements.

9. Termination We reserve the right to terminate services for users who violate these Terms.

10. Amendments: We may periodically update these Terms. Continued use of our services indicates acceptance of the updated Terms.

11. Governing Law: These Terms are governed by the laws of Australia.

For any queries, contact us at admin@daxacc.com.au

