

- LEGAL BOOKLET

Complete Terms of Service

Detailed contractual rules for WorkDirect users, candidates, employers, recruiters, representatives, subscriptions and paid Platform services.

Last updated: 29 July 2026 | Effective: 29 July 2026 | Version 1.1

IMPORTANT PLATFORM POSITION

WorkDirect provides platform, advertising, candidate-search, matching, administrative and recruitment-support functions. It is not the employer and does not guarantee jobs, candidates, employers, payments, visas, permits or promises made by users or third parties. Any regulated activity will be provided only where applicable legal requirements are satisfied. KEINN S.R.L. is bound only by commitments expressly accepted in a signed written agreement by an authorised representative. Mandatory legal rights remain unaffected.

This booklet is the detailed version intended for download and contractual reference. A shorter website summary may be displayed online for easier reading, but this Complete Terms document controls where the summary is incomplete, subject to mandatory law.

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1. Introduction and Contracting Party

These Complete Terms of Service (the "Terms") form a legally binding agreement between the user and KEINN S.R.L., operator of WorkDirect. They govern access to and use of the public website, application, account areas, recruitment functions, job-posting, candidate-search, subscriptions, payment-related functions, communications and related services.

Contracting entity: KEINN S.R.L., registered office at Str. Dascălilor nr. 2, Sat Dancu, Comuna Holboca, Județul Iași, Romania, CUI 51781577, Trade Register No. J2025034047001. Contact: info@workdirect.eu.

These Terms apply to workdirect.eu, app.workdirect.eu, directwork.eu, workdirect.org, workdirect.online, directwork.org, directwork.online, authorised subdomains, mobile or web interfaces and other official services operated or controlled by KEINN S.R.L. Together they are called the "Platform" or "WorkDirect".

2. Acceptance and Formation of the Agreement

A user accepts these Terms by creating an account, ticking an acceptance box, purchasing a plan, publishing or submitting content, applying for a vacancy, using candidate-search or communication functions, or otherwise accessing or using the Platform after being given reasonable access to the Terms.

If a person uses the Platform on behalf of a company, employer, recruiter, agency or other organisation, that person represents that they are authorised to bind the organisation. In that case, references to "user" or "you" include both the individual user and the organisation.

Where a separate written order, service agreement or plan confirmation is issued, that document forms part of the agreement. If a user does not agree to the applicable terms, the user must not access or use the relevant service.

3. Definitions

"Account Holder" means the person or organisation in whose name an account is registered. "Candidate" or "Jobseeker" means a person seeking work, recruitment, verification or related services. "Employer" or "Recruiter" means a person or organisation seeking candidates, publishing opportunities or using recruitment services.

"Representative" means an employee, consultant, agency, administrator, contractor or other third party authorised to assist with an account. "User Content" means information, documents, profiles, CVs, vacancies, messages, images, videos or other material submitted by a user. "Paid Service" means a plan, subscription, post, search allowance, featured placement, support service or other paid functionality.

4. Eligibility and Minimum Age

Independent accounts are intended for natural persons aged 18 or over and for organisations legally capable of entering contracts. A user must have legal capacity and must not be prohibited from using the service under applicable law.

A person below 18 may use a specific lawful programme only where WorkDirect has expressly enabled it and the required guardian, employer or legal authorisation and safeguards are in place. WorkDirect may restrict or close an account where eligibility cannot be established.

5. Account Registration and Accuracy

Users must provide information that is accurate, current, complete, lawfully obtained and not misleading. Users must promptly update material changes to identity, contact details, company status, authority, qualifications, vacancy status, billing details and permissions.

Users must not create duplicate, fictitious, deceptive or impersonating accounts; use another person's identity without authority; falsely claim to represent a company; or conceal a suspension or restriction. WorkDirect may request reasonable evidence of identity, company registration, authority, payment, qualifications or eligibility.

Any check is a risk-reduction measure and not a guarantee of authenticity, solvency, suitability, legality or performance.

6. Account Security

The Account Holder is responsible for protecting login credentials, email accounts, devices, recovery methods and authentication factors. Strong unique passwords should be used. Credentials must not be disclosed to an unauthorised person.

The Account Holder must report suspected compromise, unauthorised access, loss of control or suspicious activity promptly. WorkDirect may temporarily restrict access, require password reset, revoke sessions or request verification where necessary to protect the account or Platform.

Where separate Representative credentials or permission controls are available, they must be used instead of unnecessarily sharing the primary password.

7. Description of Platform Services

WorkDirect may provide candidate profiles, CV or resume management, job applications, job publishing, employer profiles, candidate search, communication tools, verification support, paid visibility, featured jobs, subscriptions, billing, support and related recruitment or workforce functions.

The precise features, limits, duration and availability of a service are those shown on the relevant page, plan, checkout or order confirmation. WorkDirect may add, modify, suspend or remove technical functions, provided that mandatory rights and existing paid commitments are respected as required by law.

8. WorkDirect's Limited Platform Role

WorkDirect is not the employer and is not a party to any employment contract between users. Depending on the service selected, WorkDirect may provide platform access, job advertising, candidate-search, matching, verification support, administrative support or recruitment-support services. Any activity that requires a specific accreditation, licence or legal authorisation will be offered only where the applicable requirements are satisfied. Unless KEINN S.R.L. expressly assumes a different role in a separate written agreement signed by an authorised representative, WorkDirect is not an immigration authority, embassy, consulate, government representative, law firm, tax adviser, financial adviser, medical adviser, insurer, fiduciary, guarantor or escrow service.

WorkDirect does not direct an employer's workplace, supervise employment, set salaries, control working conditions, make final hiring decisions or issue visas, permits, licences or government approvals. A user-to-user agreement is independent from the contract for Platform services.

9. No Professional Advice

Information, templates, guidance, translations, alerts, matching results, summaries or other content available through WorkDirect are general operational or recruitment information. They are not legal, immigration, tax, accounting, financial, medical or other regulated professional advice.

Users remain responsible for obtaining advice from a qualified professional or competent authority before making decisions that require such advice. WorkDirect does not guarantee that general information applies to a user's individual circumstances or remains current in every jurisdiction.

10. Employer, Recruiter and Publisher Obligations

Every Employer, Recruiter, agency, Account Holder, Representative or other publisher must be lawfully authorised to act and to publish or request the relevant information. The publisher is responsible for the truth, legality, completeness and accuracy of company details, job availability, job descriptions, salary, deductions, commissions, fees, location, duties, hours, leave, accommodation, transport, insurance, health and safety, employment status, start dates, visa or work-permit support, refund statements and every other representation or commitment.

Publishers must promptly correct inaccurate information and remove expired, filled, withdrawn or unavailable vacancies. They must comply with employment, recruitment, equality, advertising, consumer, immigration, tax and data-protection laws applicable to them.

Publishers must not post fake, speculative, duplicate, discriminatory, exploitative, misleading or unlawful opportunities; request illegal or undisclosed fees; conceal material conditions; use bait-and-switch descriptions; misrepresent company identity; or direct candidates to fraudulent or unsafe processes.

The publisher is responsible for interviews, offers, employment contracts, payroll, tax, insurance, workplace safety, immigration support, accommodation, transport, onboarding and all commitments it independently undertakes.

11. Candidate and Jobseeker Obligations

Candidates must provide truthful, current and relevant information concerning identity, qualifications, education, work history, licences, availability, work authorisation and applications. They must not submit forged, altered, stolen or unlawfully obtained documents or make materially false claims.

Candidates must ensure that they have authority to provide references, photographs, work samples and information about other persons. They should not place unnecessary sensitive information, passwords, full financial credentials or unrelated identity data in public or employer-visible fields.

Candidates are responsible for independently reviewing employers, offers and material terms before resigning from employment, travelling, paying money, providing original documents, accepting accommodation or relying on a statement. WorkDirect should be informed promptly of suspicious conduct, unlawful fees, impersonation or abuse.

12. Verification and Its Limits

WorkDirect may carry out reasonable registration, identity, document, company, fraud, payment or compliance checks. It may request clarification, supporting evidence or re-verification; limit visibility; reject unclear or suspicious documents; remove content; restrict an account; or report suspected illegality where appropriate.

WorkDirect cannot independently inspect every workplace, bank account, contract, government record, corporate relationship, recruiter mandate, financial condition, accommodation, immigration process, candidate history or statement. It does not guarantee that every user is honest, every document is genuine, every vacancy remains available, every employer will perform, every candidate is suitable, every payment will be recovered or any visa, permit, interview, placement or employment result will occur.

A company registration number, account approval, verification step, published post, featured label, payment, communication through the Platform or absence of a warning does not constitute a guarantee, insurance, warranty, certification or endorsement by KEINN S.R.L.

13. Third-Party Account Management

An Account Holder may authorise a Representative to assist with operation of an account. Before granting access, the Account Holder must declare and authorise the Representative through Dashboard > Account Management where the function is available and must keep the Representative's identity, contact details, authority and access status accurate and current.

The Account Holder is solely responsible for selecting and verifying the Representative, defining permissions, supervising activity, protecting credentials, reviewing actions, ensuring lawful and confidential use of candidate information, and revoking access immediately when authority ends or misuse is suspected.

Unless unauthorised access is reported promptly, actions performed through the account by a declared Representative may be treated as authorised by the Account Holder. This includes publishing or editing vacancies; searching, viewing, downloading or receiving candidate information; contacting candidates; arranging interviews; making offers; describing salaries or working conditions; requesting documents; giving payment or refund instructions; purchasing services; accepting terms; and changing settings.

WorkDirect does not employ, supervise, recommend, certify or guarantee a Representative merely because the Representative is declared or uses the Platform. Any service charge, management fee, offer, promise, assurance, payment instruction, refund statement, employment condition, immigration statement or other commitment made by the Account Holder or Representative is made on their own behalf. It is not a charge, promise or commitment made by or payable to KEINN S.R.L. unless expressly stated in an official WorkDirect checkout or accepted in a separate signed written agreement by an authorised KEINN S.R.L. representative.

Representatives must not claim to be WorkDirect staff, create sub-representatives without declaration, conceal their identity, access data beyond authority, use candidate information for unrelated purposes or continue access after authority ends. The Account Holder remains responsible to WorkDirect for the acts and omissions of its authorised Representative.

WorkDirect may request evidence of authority, restrict permissions, preserve relevant account or technical records, remove misleading content, suspend or terminate access, notify affected parties or cooperate with competent authorities where undeclared, suspicious, misleading or unlawful account management is detected.

14. Candidate Information, CV Search and Confidentiality

Candidate information may be made available according to candidate settings, applications, plan functionality and applicable law. Employers and Recruiters receiving personal data may act as independent controllers and are responsible for a lawful basis, required privacy information, security, retention and rights handling.

Payment for job-posting or candidate-search access does not transfer ownership of candidate information. Candidate data may be used only for legitimate recruitment, employment, verification, onboarding or directly related lawful purposes.

Users must not scrape, resell, license, republish, mass-download, redistribute or trade candidate data; build an unauthorised external database; use data for unrelated advertising; contact candidates for unrelated purposes; disclose data to undeclared persons; or use information for harassment, discrimination, fraud, identity abuse or deception.

Downloaded or copied information must be protected and deleted when no longer lawfully necessary. WorkDirect may apply search, viewing, export, download, rate or fair-use limits to protect candidates and Platform integrity.

15. User Content

Users retain ownership of User Content they lawfully submit. By submitting content, the user grants KEINN S.R.L. a worldwide, non-exclusive, royalty-free, limited licence to host, store, reproduce, format, adapt for technical display, transmit, communicate and display the content only as reasonably necessary to provide, secure, administer, promote within the Platform, improve and enforce the relevant service.

The user represents that the content is lawful, accurate where factual, does not infringe another person's rights, and may lawfully be processed and displayed for the selected purpose. The user remains responsible for the content and for obtaining permissions from third parties.

WorkDirect may format, crop, resize, translate or technically adapt content without changing its essential meaning. It may remove or restrict content where these Terms, law, safety, privacy or Platform integrity require it.

16. Prohibited Conduct

Users must not use the Platform for fraud, scams, phishing, impersonation, human trafficking, exploitation, harassment, threats, unlawful discrimination, illegal recruitment, illegal or undisclosed fees, forged documents, credential theft, malware, spam, mass unsolicited contact, infringement, unlawful surveillance or any activity that harms users, KEINN S.R.L. or the public.

Users must not attempt unauthorised access; test, scan or attack systems without prior written permission; bypass security, payment, account, plan, rate or search restrictions; use bots or automated extraction without authorisation; reverse engineer or interfere with the Platform; conceal a suspension; or assist another person in prohibited conduct.

Users must not copy or publish private candidate contact information, passwords, identity documents or confidential records without lawful authority.

17. Paid Plans and Service Allowances

WorkDirect offers paid services for Candidates, Employers and Recruiters. The price, currency, duration, job-posting allowance, candidate-search or viewing allowance, featured placement, support level and other plan benefits are those displayed at checkout, in the plan description or in a written order confirmation.

A plan begins when payment is confirmed or on another stated activation date. Unless otherwise displayed, unused posts, searches, credits, boosts or other allowances expire at the end of the purchased period and do not roll over, transfer or convert to cash.

A feature described as "unlimited" remains subject to fair use, anti-scraping rules, technical capacity, security measures, lawful use and these Terms. It does not permit automated mass extraction, resale, abusive traffic or access by undeclared persons.

Featured, promoted, boosted or priority placement affects presentation only. It does not guarantee a specific rank, number of views, candidates, applications, interviews, hires, responses or business result.

18. Prices, Taxes, Payment and Activation

Prices, currency, billing period, tax treatment and payment method are displayed at purchase or in the order confirmation. Users must provide accurate billing and tax information. Applicable taxes may be included or added as required by law and the checkout display.

Payments may be processed by Stripe or another authorised payment provider. Complete card numbers and security codes are generally entered directly into the provider's environment and are not intentionally stored by WorkDirect. The provider may conduct authentication, fraud checks and compliance processing under its own terms.

WorkDirect may receive the billing name and address, company or tax details, transaction identifier, amount, currency, payment status, subscription status, refund or chargeback status and limited payment-method information. Service activation normally occurs after successful payment confirmation.

Bank, card, conversion, intermediary or other third-party charges are the user's responsibility unless expressly stated otherwise. A failed, reversed, disputed or fraudulent payment may result in delayed activation, suspension or recovery action.

19. Recurring Subscriptions and Cancellation

A Paid Service renews automatically only where recurring billing is clearly disclosed before purchase. The renewal amount and interval are those displayed at checkout or subsequently agreed.

A user may cancel future renewals through available account settings or the instructed support process. Cancellation takes effect for the next renewal and does not normally terminate or refund the already paid current period.

The user must cancel before the next billing date. Deleting an account, abandoning the service or failing to use an allowance does not itself cancel recurring billing where a separate cancellation method is provided.

WorkDirect may change future prices or plan features with reasonable prior notice where required. The user may cancel before the changed renewal takes effect.

20. Consumer Withdrawal and Refunds

A natural person purchasing outside a trade, business or profession may have mandatory consumer rights, including a statutory withdrawal period for certain distance contracts. Nothing in these Terms removes those rights.

Where a consumer expressly asks that a service begin during the withdrawal period, WorkDirect may be entitled to retain or request a proportionate amount for service supplied before withdrawal, as permitted by law. Where digital content or immediate digital functionality is supplied, loss of a withdrawal right occurs only where the law permits it and the required prior express consent and acknowledgement have been obtained.

Business customers do not receive consumer withdrawal rights unless mandatory law expressly provides them. Outside mandatory law, a specific written guarantee and the applicable Payment Terms, fees are not normally refundable after account access, credits, job-posting capacity, candidate-search access, visibility, featured placement or other paid functionality has been activated or used.

Refund requests should identify the account, transaction and reason. Approved refunds are normally returned through the original payment method, subject to payment-provider processing times. WorkDirect does not guarantee recovery of payments made directly to another user, Representative or third party.

21. Chargebacks and Payment Disputes

Users should contact WorkDirect promptly to resolve a genuine billing concern before initiating a chargeback where practical. This does not remove any legal right to dispute an unauthorised or incorrect transaction.

Knowingly false, abusive or fraudulent chargebacks, repeated payment reversals or use of a service after denying an authorised transaction may result in suspension, termination, preservation of evidence and recovery of lawful costs or debts.

Payment-provider decisions are made under the provider's procedures. WorkDirect may provide transaction, acceptance, account and usage records to the provider or competent authority where lawful and necessary.

22. Third-Party Promises and Off-Platform Activity

No job offer, salary statement, visa assurance, relocation promise, accommodation commitment, fee request, payment instruction, reimbursement, refund promise, contract term or other representation made by an Employer, Recruiter, Candidate, agent, partner, Account Holder, Representative or third person - inside or outside the Platform, including by email, telephone, messaging application, social media or in-person meeting - creates an obligation for KEINN S.R.L. unless expressly accepted in a separate signed written agreement by an authorised KEINN S.R.L. representative.

Users enter employment, service, travel, accommodation, relocation, immigration, payment or other private arrangements at their own responsibility. WorkDirect is not an escrow service and does not control or guarantee money, documents, goods or services exchanged outside an authorised WorkDirect checkout.

Users should verify material terms before signing, resigning from work, travelling, paying money, transferring original documents or relying on a promise. Suspicious payment requests, impersonation and unlawful conduct should be reported promptly.

23. Communications

Users may receive essential communications concerning accounts, applications, verification, payments, security, complaints, legal notices, service changes or Platform operation. Such communications are part of the requested service and may continue even where marketing is disabled.

Marketing is sent only where legally permitted. Users may unsubscribe or object as described in the Privacy Policy. Users must not misuse Platform messaging, contact details or notification systems for spam, harassment or unrelated promotion.

WorkDirect does not guarantee delivery of messages through third-party email, SMS, telephone, messaging or notification services. Users are responsible for maintaining current contact details and checking relevant account areas.

24. Intellectual Property and Platform Licence

The WorkDirect and DirectWork names, logos, design, interface, databases, selection and arrangement of content, software, code, graphics, documentation and original materials are owned by or licensed to KEINN S.R.L. and are protected by intellectual-property and unfair-competition laws.

Subject to these Terms, WorkDirect grants the user a limited, revocable, non-exclusive, non-transferable right to access the Platform for the user's own lawful recruitment or job-seeking purpose during the applicable account or plan period.

No right is granted to copy, reproduce, sell, sublicense, frame, mirror, republish, create derivative services from, reverse engineer, extract databases from or commercially exploit the Platform except as expressly authorised in writing or permitted by mandatory law.

25. Moderation, Restriction and Removal

WorkDirect may review, restrict, reduce visibility, reject, hide or remove content where reasonably necessary to enforce these Terms, protect candidates, address suspected fraud, comply with law, respond to a valid report, preserve service quality or protect Platform security.

WorkDirect may request information or corrections before restoring content. Immediate action may be taken without prior notice where delay could create fraud, security, privacy, exploitation, legal or other material risk.

Where legally required and practical, WorkDirect may provide a statement of reasons or an opportunity to challenge a moderation decision. Repeated or serious violations may result in account restrictions or termination.

26. Suspension, Termination and Account Closure

WorkDirect may suspend, restrict or terminate access for breach of these Terms, non-payment, chargeback abuse, unlawful conduct, security risk, misuse of data, false identity, undeclared account management, repeated complaints, technical necessity or risk to users or the Platform.

A user may request account closure through available settings or by contacting WorkDirect. Closure does not cancel obligations already incurred, erase payment or acceptance records, require immediate deletion of legally retained data or create an automatic refund.

On termination, the right to use the Platform ends. Provisions concerning payment, intellectual property, confidentiality, data use, disclaimers, liability, disputes, records and other matters that by nature should survive will continue.

27. Service Availability and Changes

The Platform is provided using software, hosting, networks and providers that may require maintenance, updates or changes. WorkDirect does not guarantee uninterrupted, error-free, delay-free, universally compatible or permanently available operation.

WorkDirect may change technical features, interfaces, security requirements, plan structures or service providers. Where a change materially reduces an active paid service, WorkDirect will apply the remedy required by mandatory law or the applicable written service commitment.

WorkDirect may discontinue a service for legal, security, commercial or technical reasons. Reasonable notice will be provided where practical and legally required.

28. External Websites and Services

The Platform may link to or integrate with employers, recruitment partners, payment providers, maps, communication services, social networks, government portals, hosting, analytics or other external services. Such organisations may act independently and apply their own terms and privacy information.

A link, integration, registration or technical connection does not mean that KEINN S.R.L. controls, certifies, endorses or guarantees the external service, its security, its content or its conduct.

WorkDirect is not responsible for independent processing, downtime, decisions, losses or actions of a third party that it does not determine or control, while remaining responsible for its own legally regulated acts and decisions.

29. Disclaimers

To the maximum extent permitted by law, the Platform and its content are provided on an "as available" basis. WorkDirect does not make a guarantee concerning uninterrupted availability, error-free operation, compatibility, search ranking, response rates, candidate quality, employer conduct, document authenticity, recruitment outcomes, employment duration, salary payment, visa approval or recovery of third-party payments.

Automated search, ranking, matching, translation, classification, summarisation, security or artificial-intelligence outputs may be incomplete or incorrect and should not be treated as unquestionable. Users must apply independent judgment.

Nothing in this section limits an express written commitment made by an authorised KEINN S.R.L. representative or a warranty or duty that cannot lawfully be excluded.

30. Limitation of Liability

To the extent permitted by law, KEINN S.R.L. is not liable for independent acts, omissions, promises, contracts, employment decisions, working conditions, candidate conduct, employer conduct, private payments, immigration decisions, government actions, external services or unlawful activity of users or third parties that KEINN S.R.L. does not direct or control.

To the extent permitted by law, KEINN S.R.L. is not liable for indirect, incidental, special or consequential loss; loss of profit, revenue, opportunity, goodwill or anticipated savings; business interruption; or loss arising from reliance on a third-party promise, except where such exclusion is prohibited.

For a user acting in the course of business, KEINN S.R.L.'s aggregate contractual liability concerning a specific Paid Service is limited, to the extent permitted by law, to the fees actually paid to KEINN S.R.L. for that affected service during the twelve months preceding the event giving rise to the claim.

Nothing excludes or limits liability for fraud, wilful misconduct, death or personal injury caused by negligence, mandatory consumer rights, data-protection duties, or any other liability that cannot lawfully be excluded or limited.

31. Business User Indemnity

To the extent permitted by law, an Employer, Recruiter, agency or other business user is responsible for and will indemnify KEINN S.R.L. against third-party claims, losses, penalties and reasonable costs arising from that business user's unlawful vacancy, misleading promise, discrimination, infringement, misuse of candidate data, breach of privacy duties, unauthorised Representative, illegal fee, private contract or breach of these Terms.

This clause applies only to the extent the claim or loss results from the business user's act or omission and does not require indemnification for KEINN S.R.L.'s own proven unlawful conduct. It does not apply to a consumer where such an obligation would be unfair or prohibited by law.

32. Force Majeure

Neither party is responsible for delay or failure caused by events beyond reasonable control, including major network or hosting failure, power outage, cyberattack despite reasonable safeguards, natural disaster, epidemic, war, civil disturbance, government action, labour disruption or failure of essential third-party infrastructure.

The affected party should take reasonable steps to reduce the impact. Payment obligations already due and rights that cannot lawfully be suspended remain unaffected.

33. Privacy and Cookies

Personal data is processed under the WorkDirect Privacy Policy and applicable notices. The Privacy Policy governs personal-data matters where there is a conflict with these Terms, unless mandatory law requires otherwise.

Users receiving candidate or other personal data are responsible for their own lawful basis, transparency, security, retention, rights handling and other data-protection obligations. WorkDirect may restrict access where misuse or security risk is suspected.

Cookies and similar technologies are governed by the Cookie Policy or consent interface.

34. Complaints, Reports and Cooperation

Questions, complaints, suspected scams, illegal or unlawful content, impersonation, security concerns or account disputes may be submitted by email to info@workdirect.eu or by sending a message through the Contact Us page on the official WorkDirect website. Reports should identify the account, vacancy, communication, transaction or content concerned and provide relevant evidence where available.

WorkDirect may investigate, request clarification, preserve records, restrict content, notify affected users or cooperate with payment providers, professional advisers and competent authorities where lawful and appropriate.

A user must not knowingly submit a false, malicious or misleading report. Reporting to WorkDirect does not prevent a person from contacting a competent authority or exercising a mandatory legal right.

35. Governing Law and Courts

These Terms are governed by Romanian law, without depriving a consumer of mandatory protection available under the law of the consumer's habitual residence where that protection legally applies.

Disputes should first be raised with WorkDirect so that a practical resolution can be attempted. If a dispute cannot be resolved, courts with jurisdiction under applicable law may decide it. A consumer's mandatory right to bring proceedings in a legally available court is not restricted.

Nothing in these Terms prevents a user from submitting a complaint to ANPC, a data-protection authority, labour authority, police, court or another competent body where legally available.

36. Changes to These Terms

WorkDirect may update these Terms to reflect changes in law, regulation, services, payment methods, security, Platform functionality or business operations. The revised version will show an updated date and version.

Material changes will be communicated by website notice, account message, email or another reasonable method where legally required. Changes do not retroactively remove accrued rights. Where consent or express acceptance is legally required, continued use alone will not replace that requirement.

A user who does not agree to a future change must stop using the affected service and cancel future renewals before the change takes effect, subject to mandatory rights and existing commitments.

37. Related Documents and Order of Precedence

These Terms should be read together with the Privacy Policy, Payment Terms, Cookie Policy, Anti-Scam & Candidate Protection Policy, Recruitment Process & Cooperation Policy, Legal Information, plan description, checkout information and any specific written order or service agreement.

For personal-data processing, the Privacy Policy prevails. For a specific Paid Service, a signed service agreement or explicit order confirmation prevails over these general Terms to the extent of a direct conflict. Mandatory law prevails over all Platform documents.

No statement by a user, Representative, partner or unauthorised person changes these Terms or binds KEINN S.R.L.

38. General Legal Provisions

If a provision is invalid or unenforceable, it will be limited or interpreted to the minimum extent necessary and the remaining provisions continue. A failure to enforce a provision is not a waiver.

Users may not transfer an account or agreement without prior written approval. KEINN S.R.L. may transfer the agreement as part of a lawful restructuring, financing, merger, acquisition or transfer of the Platform, subject to applicable notice and mandatory rights.

Headings are for convenience. The English version may be the principal operational version to the extent permitted by law, but a translation inconsistency cannot remove a mandatory legal right.

These Terms and incorporated documents constitute the agreement concerning the Platform, except for a separate signed written agreement. Electronic records, acceptance logs, payment confirmations and account records may be used as evidence to the extent permitted by law.

39. Contact Information

KEINN S.R.L. - Operator of WorkDirect

Registered office: Str. Dascălilor nr. 2, Sat Dancu, Comuna Holboca, Județul Iași, Romania

CUI: 51781577 | Trade Register No.: J2025034047001

Legal, support and complaint contact: info@workdirect.eu

Users should verify that communications claiming to represent WorkDirect use an official authorised domain. Suspected phishing, impersonation or misuse of the WorkDirect name should be reported promptly.

END OF COMPLETE TERMS OF SERVICE