

HRoes Ltd - Terms and Conditions for E-Learning Courses

These Terms and Conditions ("Terms") govern the purchase and use of e-learning courses ("Courses") provided by HRoes Ltd ("we," "us," or "our") through the Zanda learning platform to our customers ("you" or "your"). By purchasing or accessing our Courses, you agree to be bound by these Terms.

1. Course Access and Duration

1.1. Upon successful enrolment and receipt of payment, you will be granted access to the purchased Course for a period of 30 days.

1.2. Access to the Course is personal to you and may not be shared with others.

2. Payment Terms

2.1. The Course fee is payable upon receipt of the invoice.

2.2. All payments must be made in GBP (£) by the due date specified on the invoice.

2.3. Failure to make timely payment may result in suspension or termination of your access to the Course.

3. Intellectual Property Rights

3.1. All content provided in the Course, including but not limited to text, graphics, logos, and software, is the property of HRoes Ltd or its licensors and is protected by intellectual property laws.

3.2. You are granted a limited, non-exclusive, non-transferable license to access and use the Course content for personal, non-commercial purposes during the access period.

3.3. You may not reproduce, distribute, modify, create derivative works of, publicly display, or publicly perform any Course content without our prior written consent.

4. User Conduct

4.1. You agree to use the Course in compliance with all applicable laws and regulations.

4.2. You shall not engage in any activity that disrupts or interferes with the functioning of the Zanda learning platform or the Course.

5. Data Protection and Security

5.1. Compliance with GDPR:

We are committed to protecting your personal data and will process it in compliance with the UK General Data Protection Regulation (GDPR) and the Data Protection Act 2018.

5.2. Data Collection:

The personal data we collect may include your name, email address, billing information, and any other data necessary to deliver the Course and provide support.

5.3. Purpose of Data Use:

Your personal data will be used solely for the purposes of:

- Providing access to the Course.
- Facilitating payment and invoicing.
- Offering customer support.
- Complying with legal obligations.

5.4. Data Security Measures:

We implement appropriate technical and organizational measures to protect your personal data against unauthorized access, loss, destruction, or alteration. These measures include, but are not limited to:

- Secure data encryption.
- Access control measures.
- Regular audits of our systems.

5.5. Third-Party Data Sharing:

We may share your data with trusted third-party processors solely to deliver the Course (e.g., Zanda learning platform) or as required by law. All third parties are required to comply with applicable data protection regulations and ensure the confidentiality and security of your data.

5.6. Your Rights:

You have the right to:

- Access your personal data.
- Rectify inaccuracies in your data.
- Request the deletion of your data (subject to legal obligations).
- Restrict or object to certain processing.
- Data portability.

For any GDPR-related inquiries, please contact us at [insert contact details].

5.7. Data Retention:

We will retain your data only for as long as necessary to fulfill the purposes outlined above or as required by law.

6. Limitation of Liability

6.1. To the extent permitted by law, HRoes Ltd shall not be liable for any indirect, incidental, or consequential damages arising out of or in connection with your use of the Course.

6.2. Our total liability to you for any claim arising out of or relating to the Course shall not exceed the amount paid by you for the Course.

7. Termination

7.1. We reserve the right to terminate your access to the Course if you breach any of these Terms.

7.2. Upon termination, all rights granted to you under these Terms will cease immediately.

8. Governing Law

8.1. These Terms shall be governed by and construed in accordance with the laws of England and Wales.

8.2. Any disputes arising out of or in connection with these Terms shall be subject to the exclusive jurisdiction of the courts of England and Wales.

9. Amendments

9.1. We reserve the right to amend these Terms at any time.

9.2. Any changes will be effective immediately upon posting on our website.

9.3. Your continued use of the Course after any such changes constitutes your acceptance of the new Terms.

10. Contact Information

For any questions or concerns regarding these Terms, including GDPR and data security inquiries, please contact us at:

HRoes Ltd

One City West

Holbeck

Leeds, LS12 6NJ

Email: hello@hroes.co.uk

Phone: 0113 868 9000