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## Use of the Website

When you submit an application or create a Personal Career Profile via this Website, you will be asked to agree to a Consent Agreement, the contents of which are hereby incorporated into these terms by reference.

You agree that you will not:

- Post or submit any material that is unlawful, obscene, defamatory, threatening, offensive, in breach of privacy or confidence, breaches anyone's intellectual property rights or that is otherwise unlawful;
- introduce to the Website any material that contains any viruses, worms, 'Trojan horses' or any similar destructive codes;
- use the website to distribute junk e-mails or messages ("Spam"), chain letters or otherwise to interfere with or disrupt it or the networks through which you access and use the Website;
- gain or attempt to gain unauthorised access to any servers;
- decompile, reverse engineer or disassemble any software comprised in this Website; or
- use this website for any unlawful purpose.

If you attempt to misuse our website in any way, we may:

- suspend your account, terminate your access to the Websites and prevent you from submitting applications;
- remove any prohibited content (as set out above); and
- report your details and the misuse to the appropriate law enforcement agencies.

## Downtime

You acknowledge and accept that computer and telecommunication systems are not fault-free and may from time to time require periods of downtime (being periods during which the Website is not available to you) for the purposes of repair, maintenance and upgrading or otherwise.

We do not guarantee uninterrupted availability of the Website, but shall make reasonable efforts to minimise any periods during which a Website is not available.



You accept that you will have no claim for breach of contract or otherwise in respect of any such period of unavailability.

### **Security**

We take your online privacy seriously. However, although we use appropriate encrypted security software on our Websites, the security of information transmitted via the Internet cannot be guaranteed. Any losses incurred or sustained by you as a result of transmitting information by means of email or other internet link will be borne solely and exclusively by you.

### **Privacy**

We will only use personal details supplied by you in accordance with our Privacy Policy which can be found [here](#) and which are hereby incorporated into these Terms by reference.

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The contents of the Website do not constitute advice and should not be relied upon in making, or refraining from making, any decision.

We further do not warrant that the Website and any Content are error free, or that errors will be corrected, or that this site or the server from which it is run is free of viruses or other potentially harmful codes.

Under no circumstances, including negligence, shall we or any affiliated company or individual be held liable for any direct, indirect, incidental, special or consequential damage (including, without limitation whether for loss of profit, loss of business, lost data, viruses that may infect your computer, depletion of goodwill or otherwise), costs,



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### **Updates to the Website and these Terms**

Penguin Random House reserves the right to add to or change these conditions of use and agrees to ensure that a note of the date and clause number of any such amendments will be included as part of the conditions. Any changes will be posted to this page and it is your responsibility as a user to ensure that you are aware of any such changes from time to time. Changes will become effective 24 hours after first posting and you will be deemed to have accepted any change if you continue to access the Website after that time.

### **General**

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### **Contact Us**

For comments relating to the content of the Websites generally, please contact us at [PRHCareersUK@penguinrandomhouse.co.uk](mailto:PRHCareersUK@penguinrandomhouse.co.uk)

or

Resourcing Team  
HR Department  
Penguin Random House  
80 Strand  
London  
WC2R 0RL