

Terms and rights to use the Anomadic.com internet platform

1. General provisions

These Terms of Use regulate the rights and obligations related to the use of the Internet platform Anomadic.com (hereinafter: the Platform).

The platform located at <https://www.anomadic.com/> is a service it provides Anomadic doo Belgrade, Bulevar Milutina Milankovića 9, Belgrade-New Belgrade, Republic Serbia, MB: 21310760, PIB: 110173414 (hereinafter: Anomadic doo). These Terms of Use form an integral part of the Platform and represent the provisions of the agreement between Anomadic doo and each individual user of the Platform.

The contract has the character of a contract upon accession and it regulates mutual rights and obligations related to the use of the Platform.

Anomadic doo enables the use of the Platform to all natural and legal persons exclusively in a manner described in these Terms of Use (hereinafter: the Terms). By accessing the Platform, users accept these Terms and Conditions that apply to them.

The business of Anomadic doo through this Platform is regulated by positive legal regulations Of the Republic of Serbia, namely the Law on Copyright and Related Rights, the Law on Data Protection on persons, the Law on Advertising, the Law on Obligations as well as other regulations.

Anomadic doo pays special attention to the protection of personal data, which relates primarily to natural persons as well as the protection of copyright and other intellectual property rights, and in all respects in accordance with rules of the profession, good business customs and positive regulations of the Republic of Serbia.

The platform does not provide employment mediation services or perform advisory functions related to employment, the entire content on the Platform is already informative.

All content on the Platform is protected by copyright and other intellectual property rights, and whose is the right holder of Anomadic doo. Use of content from the Platform is allowed only with written permission, i.e. written consent of Anomadic doo.

Every use is the opposite the above will be considered a violation of copyright and other intellectual property rights and is subject to judicial protection.

Individuals and legal entities as users of the Platform are the sole responsibility for the content that they place and have the exclusive copyright and other intellectual property rights over them, without given that such content is on the Platform.

Each party is solely responsible for the content that is its own work.

Anomadic doo reserves the right to change, temporarily or permanently cancel any part of the content with Platforms as well as the service it provides without prior approval or notice, with the application of good ones business customs.

If the user does not comply with these Terms, access to the Platform will be disabled. Everyone use contrary to the Terms will be considered an abuse.

2. Platform Integrity

The platform is intended to make information available on the Internet, in connection with employment in the sphere of remote jobs (concept of remote jobs, flexible jobs) and is intended for individuals in search for employment as well as legal entities that offer such opportunities.

It is allowed to post photos, videos, independent texts on the Platform, resumes, job offers, advertisements, links as well as other materials containing similar information.

All publications are posted on the Platform with the consent of the author. Anomadic doo does not in any way affects the content that users post.

Anomadic doo is not responsible for the accuracy and reliability of information provided by legal entities and individuals publicly available threads for content posted by them.

The information on the Platform may contain incorrect data or typographical errors. If natural persons and / or legal entities using this Platform change the published ones data Anomadic doo is not responsible for up-to-dateness.

The content of the Platform may also include links to other websites with the aim of provide users with more detailed information. Use of such links is the sole responsibility of user with the lack of consent of Anomadic doo who does not control and is not responsible for security of third party websites.

Anomadic doo makes the content received by the user available on the Platform, but not changes, excludes data, selects data or documents or selects recipients of content, a all without any initiation of transmission.

All time determinants and deadlines displayed on the Platform as well as working days and time zones are calculated in accordance with the applicable regulations of the Republic of Serbia.

3. Description of the Platform

Anomadic doo through the Platform provides a service of making information available on the Internet, and regarding employment in the field of teleworking.

The platform allows individuals as users to access and post content without any billing, ie free of charge. It is possible to use the Platform for advertising purposes, which refers to legal entities as users for a fee. When registering, legal entities as users are obliged to indicate, that is, they choose a payment method for placing ads. Otherwise, there will be no ad placement possible.

The platform allows users to advertise under the condition of clear identification, that is, to a natural or legal person had the opportunity to make available, ie announce employment data it is necessary to clearly identify yourself using personal or business data, all in accordance with Advertising Act.

4. Users

Access to the Platform is available to all interested users. Users are considered visitors and registered users.

Visitors are all persons who access the Platform without logging in or registering. The content from the Platform is of a limited nature for visitors.

Registered users are all natural and legal persons who make personal and business available data, and are registered via an online form. A registered user can post and post your own content, comments and ratings.

When registering, users create their own account with an access code and are exclusively responsible for accessing your account. Anomadic doo is not responsible if the user suspects unauthorized use of your access data.

Anomadic doo is not obliged to check or control the behavior of users when it comes use of the Platform. Anomadic doo has the right to check whether the content is published by users in accordance with the purpose of the Platform and these Terms.

Anomadic doo does not in any way substantially affect the stated content, and the user has an exclusive one responsibility and bears all legal consequences that may arise from its content on the Platform will result.

Anomadic doo has the exclusive right to approve or reject the request for registration. Posting content on the Platform does not restrict the user from posting or publicly posting it on elsewhere.

The user can remove or change the already posted content at any time without explanation.

Anomadic doo acts in the same way at that moment, except that it is obliged to save systemically generated data, ie copies, in connection with the rights that are subject to protection in accordance with the Law on protection of personal data.

The user has the option of setting up their own account, ie moderating the content in mind account name changes and free placement of content on the Platform.

By posting content on the Platform, the user unconditionally and irrevocably authorizes Anomadic doo to the content is transmitted to an indefinite number of persons.

Membership on the site may be terminated at the express request of the user without explanation as well as exclusion from site by Anomadic doo, and for acting contrary to the Terms.

5. Grading system

The user has the option to set a rating from 1 to 5.

6. Rulebook on personal data protection

The Rulebook on Personal Data Protection, ie the Rulebook on Privacy is an integral part of these Terms use.

Anomadic doo processes the necessary data of the persons who gave their consent for processing on permitted by law so that the data subject is not identifiable or identifiable after the purpose of processing has been achieved.

The data collected are personal, business and access data (name, surname, unique personal data) number of citizens, address, business name, ie name, address of the registered office, identification number, tax identification number, IP address, e-mail address).

Anomadic doo has an obligation to protect the privacy of all users.

By accessing the Platform, visitors make available the names of the domains from which they access.

Registered users by accessing the Platform make available information in the form of personal and business data, which has as its purpose a greater scope of protection by Anomadic doo.

The collected information serves as a parameter on the basis of which Anomadic doo has the opportunity to measure the number of visits as well as the time spent on the Platform, all with the aim of improving the Platform.

Making the user's e-mail address available represents the user's consent to enroll in the e-mail mailing list through which users receive notifications about current events on the Platform. In case of the user does not want his e-mail address to be on the list, ie he does not want to receive information such species has the option of unsubscribing from the list.

User information can be accessed by Anomadic doo employees, government agencies and individuals engaged in data processing. Anomadic doo may transfer information about the use of the site to third parties persons, but exclusively without information by which users would be identified.

Anomadic doo is obliged to make information available to state authorities on the basis of which users can be identified in cases prescribed by law.

Minor users need a permit, ie written consent of a parent, adoptive parent or guardian for providing personal data and other necessary information. Minor users who do not have such permission is not allowed to provide personal information, or request for registration sent to Anomadic doo without such consent will be automatically denied.

By accessing the Platform, each user automatically gives consent for data collection and processing, and all in accordance with the Law on Personal Data Protection.

Any user may at any time, without explanation, withdraw their consent to the processing and collecting data which, as a legal consequence, produces the cessation of the possibility of use Platforms.

All general acts of Anomadic doo must be in all respects in accordance with this Ordinance on data protection about personality. If a general act is not in accordance with this Ordinance regarding the protection of data on personality, the provisions of this Ordinance shall apply.

7. Notices

If the user has made available an e-mail address for the purpose of subscribing to the e-mailing list and receiving information on current events on the Platform, therefore the user agrees to Anomadic doo may periodically send notifications related to the content of the Platform, notifications concerning functioning of the Platform, news at Anomadic doo as well as other advertisements and announcements.

8. Complaint

Bearing in mind that Anomadic doo provides a service of making information available on the Internet, and regarding employment in the field of teleworking, therefore there is no possibility of a statement complaints about the service performed.

Service of making information available on the Internet, in connection with employment in the field of work at distance, provided by Anomadic Ltd. is considered executed entirely for the reason that it is providing such services are conditioned by the prior consent, i.e. prior consent of the user.

The service is provided only after the explicit prior consent of the user to use the service.

9. Copyright

Anomadic doo has the exclusive copyright and all other intellectual property rights on the Platform as well as all the individual elements that make it up such as text, visual and audio elements, data and databases and other elements of the Platform authored by Anomadic doo.

The use of content from the Platform is allowed only with written consent, ie with written consent permission of Anomadic doo Any unauthorized use of any part of the Platform will be considered copyright infringement and is subject to judicial protection.

The content of the Platform may also include links to other websites with the aim of provide users with more detailed information. Use of such links is the sole responsibility of user with the lack of consent of Anomadic doo who does not control and is not responsible for security of third party websites. Anomadic doo has the sole responsibility for content on which it has exclusive copyright.

The platform may contain elements on which only copyright and other intellectual property rights have natural and legal persons as users of the Platform, advertisers, etc.

All of the above persons have sole responsibility for the content on which the copyright holders are located regardless of what such content is found on the Platform.

Each person is solely responsible for the content that is his work, which is independently set up and which made it publicly available.

11. Guidelines

Users are required to when creating content and posting content to the Platform comply with the Terms specified in these Terms.

Anomadic doo has the right, but not the obligation, to remove or not publish the content without explanation any user posted on the Platform.

The user is responsible for the posted content.

The User gives his unconditional consent that when posting content on the Platform:

- comply with all applicable legal regulations, including, but not limited to, the Protection Act personal data, the Law on Copyright and Related Rights as well as all other laws that for the subject of regulation they have intellectual property rights, export control laws information and other laws;
- provide accurate information on your account and update it regularly;
- use your real name on your account;
- use the services of Anomadic doo through the Platform in a professional manner.

The User is also responsible for the content posted on the Platform, and especially if that content, according to rate Anomadic doo includes, but is not limited to:

- dishonest or unprofessional conduct, including publishing inappropriate, inaccurate, or content that is potentially reprehensible;
- posting content that is offensive, promotes racism, intolerance, hatred, physical breakage of any kind;

- harassing or promoting harassment of another person;
- exploitation of people in a sexual or violent manner;
- content that promotes an unauthorized or unauthorized copy of another person's protected work;
- content that includes the transmission of spam, mail or bulk mail, instant message, or "spam";
- encouraging or promoting criminal activities or affairs or providing guidance to performing illicit activities, including but not limited to making or purchasing illegal weapons, violating someone's privacy, or finding or creating computer viruses;
- search for passwords or information that the user personally identifies as commercial or illicit purposes by other users;
- commercial activities and / or sales without prior written consent Anomadic.doo as which are competitions, lotteries with prizes in goods and services, exchange, advertising or pyramid schemes;
- posting photos or videos of another person without that person's consent;
- violation of the right to privacy, the right to public disclosure, the right to protection against defamation, copyright, trademark rights, contract rights or other personal rights.
- posting content that is not intended for or incorrect for a particular field (e.g. posting phone number in the name field or any other field not intended for the same as well inserting a phone number, email address, street address or any other information about personalities in fields not directly designated for that type of information by Anomadic doo);
- using an image that does not look like the user, or an image that the user cannot use to identify;
- creating a fake identity account on the Platform;
- inadequate representation of the user's connection with other individuals or entities, present or past;
- inadequate representation of one's own identity, including, but not limited to, use of pseudonyms;
- creating user accounts for anyone other than yourself;
- use or attempt to use another user's account;
- harassing, abusing or harming another person in any way;
- copy other users' profiles and information in any way (including add - ons for Internet browsers and browsers or any other technology or manual operation);
- conduct illegal, abusive, abusive, shameful, discriminatory or otherwise in a manner which is for condemnation;
- incitement to criminal or delinquent activities, including child pornography or erotica, fraud, distribution of pornographic content, distribution or use of drugs,

gambling, harassment, stalking, "spam", sending viruses or other harmful files, violation copyright, patent infringement or theft of a trade secret;

- advertising to customers or offering to buy or sell any products or services through unauthorized or unauthorized uses of the Platform;
- imitation or attempt to imitate a legal or natural person;
- use the access data or username of another user at any time or disclosing a password to third parties or allowing third parties to access a user account which is not theirs;
- selling or transferring a user profile in any other way;
- use of information obtained from the Platform to harass, abuse or hurt a person and try to do so;
- unauthorized commercial advertisement on the user profile or acceptance of payment or anything has value from third parties in exchange for conducting commercial activities through unauthorized or unauthorized use of the Platform on behalf of that person;
- deletion or other modification of copyright, trademark or other notices ownership rights that appear on user content, unless it is content that the user sets;
- disclosure of information that the user is not entitled to disclose (such as confidential information information about other users);
- infringement of the intellectual property rights and intellectual property rights of others, including patents, trademarks, copyrights or other proprietary rights;
- infringement of intellectual property rights and other rights of Anomadic doo, including but not limited to limited to, the use of the word 'Anomadic' and / or the logo of Anomadic doo in any business name, email or URL;
- publishing unauthorized advertising material, 'junk' e-mails, spam, 'chain' letters, pyramid schemes, or any other form of advertising not approved by Anomadic doo;
- posting content or activities involving software viruses, worms or any other malicious code;
- manipulating identifiers to disguise the origin of any message or post sent through services;
- creating an account or providing or publishing content that promotes escort services or prostitution;
- creating or operating a pyramid scheme, fraud or other similar practice;
- copy or use other users' information, content or data available on Platforms (except specially approved);
- copying, modifying or creating a derivative idea and / or service-based services provided by Platforma, ie Anomadic doo;
- use reverse engineering, decompile, disassemble, decrypt, or attempt to the source code for the Platform is otherwise executed;

- renting, leasing, lending or bartering selling or reselling access to the Platform or related information and data;
- collecting, using, copying or transferring any information from the Platform without explicit approval of Anomadic doo;
- sharing or publishing information about other users without their explicit approvals;
- use of manual or automated software, devices, robotic scripts or others ways to process access to the Platform;
- use of bots or other automated methods to access the Platform, add or save contacts, send or forward messages;
- breaking down any security protocols and functionality of the Platform;
- disrupting operations or creating an unreasonable load on the Platform.

Anomadic doo has the right, but not the obligation, to monitor all user activities and the user content related to the Platform. Anomadic doo can investigate all reported violations of these Guidelines and other applications and may take any legal or technical action that is considered appropriate.

Anomadic doo has the right to investigate circumstances that may include violations and may call for cooperation and co-operate with the competent state authorities during identification, investigation, ie criminal prosecution of persons involved in the violation of the Guidelines, ie violation positive legislation.

Anomadic doo reserves the discretion to use all legal remedies, including but not limited to limiting itself to the removal of the user account and user content as well as to suspend immediately all services of Anomadic doo used by the user, in case of any violation of these Terms or in in the event that Anomadic doo cannot verify or verify any information provided by the user sent by Anomadic doo.

11. Advertising and advertising message

The transmitter of the advertising message is Anomadic doo as a provider of making information available on the Internet, in connection with employment in the field of teleworking.

The person who advertises through the Platform is not obliged to submit the Declaration in accordance with Article 45 of the Law on Advertising in conjunction with Article 19, but is required to be clearly identified for purposes advertising.

Responsibility for the content, accuracy and correctness, as well as the validity or admissibility of the advertising message bears exclusively the person who entered the advertising message on the Platform. Anomadic doo reserves the right, but there is no obligation to proofread in order to maintain the quality of the service, ie to correct the spelling and grammatical errors, which in no way affect the content that the user posts via the Platform.

Anomadic doo may at any time, in its sole discretion, refuse to place any which advertising messages that violate the provisions of the Law on Advertising and other positive regulations Of the Republic of Serbia or these Terms of Use, ie to contact the advertiser in order to change the advertisement messages, however, is not responsible for the content of such message, but for the content is the sole responsibility of the person who is advertised, ie which posted such content.

The content posted by individuals and legal entities is of an informative nature, and information from Platforms should not be construed as decision-making advice of any kind given by Anomadic doo it is already necessary to consult an expert in the relevant field.

Anomadic doo does not guarantee that employment will occur, but only brings a natural and legal person to link by providing relevant information in one place.

12. Registered users - natural persons

Registration on the Platform for Individuals is free and available to all visitors. When accessing the Platform, ie for the purpose of registration, a natural person fills in the online form with personal data. Personal data means name, surname, unique identification number citizenship, residential address, contact, ie telephone number and e-mail address.

All data is stored in accordance with the Rulebook on Personal Data Protection.

Individuals as users of the Platform have the opportunity to publish their CVs, information on work experience, photos and videos, recommendations and / or references and others data they deem necessary, which make them suitable for potential employers, ie legal entities as users.

By posting such content on the Platform, individuals are enabled to be direct contacted.

Individual users can deactivate or delete their account at any time. Deactivated account can be reactivated at any time.

In case of suspicion by the user of a natural person that there is misuse of data, ie if a natural person is contacted as a user on any occasion, and which occasion is not considered the subject of the advertisement, the user natural person has at his disposal the possibility of notification Anomadic doo on the situation.

13. Registered users - legal entities

Registration on the Platform for Legal Entities is free and available to all visitors. Use Advertising platforms are only possible for a fee.

When accessing the Platform, ie for the purpose of registration, the legal entity fills in the online form with business data. Business data means business name, ie name, registered office address, identification number, tax identification number, contact, ie telephone number and e-mail address.

Legal entities as users of the Platform have the possibility to publish employment advertisements with a certain fee for the advertisement, where they are free to determine the necessary criteria and qualifications for a certain job, ie job position.

Users of legal entities also have the opportunity posting links, photos and videos. Users of legal entities have the opportunity to publish their references and previous achievements, which make them suitable for potential candidates, that is, natural persons as users.

By posting such content on the Platform, legal entities are enabled to be direct contacted.

Users of legal entities can deactivate or delete their account at any time. Deactivated account can be reactivated at any time.

In case of suspicion by the user of the legal entity that there is misuse of data, ie if there is a contact on a non-advertisement, the user has a legal entity at the possibility of informing Anomadic doo about the situation is available.

14. Payment by card

A legal entity as a user of the Platform has the possibility to publish employment advertisements with fee. When registering on the Platform, legal entities as users are obliged to indicate, that is, they choose a payment method for placing ads. Otherwise, there will be no ad placement possible.

The fee is one-time, and the legal entity as a user has the opportunity to publish the ad opt for one ad in a month or opt for a monthly package that contains unlimited number of ads. Depending on the determination of the legal entity as a user, it is charged different amount of compensation.

There are three ways to pay an ad placement fee:

- Payment card (Visa, MasterCard, Maestro)
- PayPal
- By transfer from the current account of the legal entity according to the invoice issued by Anomadic doo

When it comes to payment by payment card, the legal entity as a user when registering at the platform is left with the current account number and the payment card number from which the fee is deducted without commissions.

If the legal entity as a user decides to pay the fee via PayPal, Anomadic doo does not require a current account number or payment card number, but all data is stored and processed by Paypal.

When it comes to payment by invoice, the legal entity as a user explicitly opts for this method of payment of the fee, and there is no obligation to leave information on the current account and payment card it is already obligatory to leave a contact or e-mail address.

Anomadic doo issues an invoice within 24 hours from the moment of submitting the request for issuing the invoice, ie receiving the request for setting up ads. The invoice is due within 3 days. Anomadic doo issues an invoice signed by a qualified person electronic signature, and there is no need to send an invoice in written or paper form.

15. Limitation of Liability

Users access the Platform and use the content from the Platform at their own risk and exclusively responsibility. Anomadic doo does not provide a guarantee that the site will function without interruptions or errors, ie that it is a site compatible with the user's software or hardware.

Anomadic doo is not responsible for technical problems that may lead to delays and / or errors electronic data processing. Internet service providers are responsible for this. Anomadic doo is not liable for material or non-material damage, direct or indirect, until which may come from the use or is in some connection with the use of the Platform, ie the content with platforms.

Anomadic doo is not responsible for the behavior of users on the Platform.

Anomadic doo is not responsible for the accuracy and reliability of information provided by legal entities and individuals publicly available threads for content posted by them.

Anomadic doo does not guarantee users that they will be contacted for employment purposes.

Anomadic doo is not responsible for the conduct of both individuals and legal entities during the term possible future employment relationship which is established through the Platform.

The platform may be temporarily unavailable or available to a limited extent as a result regular system maintenance or in case of system improvement.

Anomadic doo is not responsible for the content posted by users including, but not limiting itself to the advertising message it transmits, because it neither initiates the transmission nor selects the content that the data in the transmitted content has not been transmitted or the recipient of the transmission has not been selected, that is, the recipient of the content.

Anomadic doo reserves the right to change, temporarily or permanently cancel any part of the content with platforms as well as the service it provides without prior approval or notice, with the application of good ones business customs.

16. Jurisdiction and dispute resolution

Applicable regulations of the Republic of Serbia apply to everything that is not regulated by these Terms of Use.

All disputes that may arise between Anomadic doo and the user are applied validly regulations of the Republic of Serbia. Anomadic doo and the user undertake to resolve the dispute amicably, and if they fail to do so, they will turn to the court with real and local jurisdiction.

All disputes that may arise between two users of the Platform are subject to applicable regulations Republic of Serbia. Users are obliged to resolve the dispute amicably, and if they fail to do so he will address the court with real and local jurisdiction.

17. Final provisions

Anomadic doo has the right to change or supplement these Terms of Use at any time in the way it will publish the amendments on the website and send an e-mail to all users, at least eight days before the day of their application.

If the user does not give an explicit answer within the specified period (by clicking on the link to accept the Terms use), will be deemed to comply with the new Terms of Use.

If the user does not explicitly (click on the link for non-acceptance of the Terms of Use) not accept these Terms of use, it will be considered that his registration has been terminated, and the registration will be terminated after previous Terms of Use.

These Terms of Use shall apply eight days after their date of publication on the Platform website.