

# EMPLO – ACCEPTABLE USE POLICY

*Last updated: [●]*

This Acceptable Use Policy (“**AUP**”) sets out the rules that apply to your access to and use of **Emplo**, an AI-powered job-search assistant operated by inAi SASU (“**inAi**”, “**we**”, “**us**”, “**our**”).

This AUP forms part of and is incorporated into the **Emplo Terms of Service** (“**Terms**”). Capitalised terms used but not defined in this AUP have the meaning given to them in the Terms. In the event of a conflict between this AUP and the Terms, the Terms will prevail.

By creating an Emplo account, accessing or using Emplo, or enabling any Emplo feature (including Auto-Apply), you agree to comply with this AUP. If you do not agree, you must not use Emplo.

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## 1. PURPOSE AND SCOPE

### 1.1 Purpose

This AUP is intended to help ensure that Emplo is used in a lawful, fair and responsible way, and to reduce the risk of misuse, harm and unreasonable risk for users, employers, platforms and inAi by setting clear rules and boundaries for how Emplo may be used. It does not create any duty for inAi to monitor all use of Emplo or to prevent every possible misuse.

### 1.2 Scope

This AUP applies to:

- all access to and use of Emplo, including any websites, web apps, APIs, or other interfaces we provide;
- all features, including but not limited to CV analysis, job search, message drafting and **Auto-Apply**;
- all **Content** processed, generated or transmitted through Emplo; and
- all interactions with **Third-Party Platforms** performed through or with the assistance of Emplo.

### 1.3 Relationship to other documents

This AUP must be read together with:

- the Emplo Terms of Service, which set out the legal basis of the service, fees, and limitations of liability; and
- the Privacy Policy and any Emplo-specific privacy notices, which describe how we process personal data.

#### 1.4 Contractual effect

Compliance with this AUP is a condition of your right to use Emplo. Any use of Emplo that violates this AUP is unauthorised and may result in restriction, suspension or termination of your account and other remedies described in the Terms and in section 14 of this AUP.

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## 2. DEFINITIONS

For the purposes of this AUP, the following terms have the meanings set out below:

2.1 **“Account”** means the individual user account registered to access Emplo, including associated profile information, settings, and credentials.

2.2 **“Auto-Apply”** means the optional Emplo feature that, when enabled by the User, automatically submits Job Applications on behalf of the User to Third-Party Platforms or employers in accordance with User-defined rules and settings.

2.3 **“Content”** means any information, data, text, files, documents, messages, CVs, cover letters, application forms, answers, notes, or other materials that:

- you upload, provide, or otherwise input into Emplo; or
- are generated, transformed, or transmitted through Emplo for you (including AI-generated drafts and application materials).

2.4 **“Emplo”** means the Emplo service, including all related websites, applications, interfaces, functionalities, and underlying software provided by inAi to help Users manage their job search.

2.5 **“Job Application”** means any message, email, form submission, or other communication relating to a potential employment or internship opportunity, which is prepared, assisted, or submitted through Emplo.

2.6 **“Third-Party Platform(s)”** means any job board, career portal, employer website, email service provider, messaging platform, or other online service that is not operated by inAi but which Emplo may interact with or connect to when performing its functions.

2.7 **“User”, “you”, “your”** means the natural person who creates and uses an Emplo Account for their own job-search purposes, and who is a party to the Terms.

Where context requires, the singular includes the plural and vice versa.

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## 3. ELIGIBILITY AND PERMITTED USER TYPES

### 3.1 Minimum age and capacity

You may only use Emplo if:

- you are at least eighteen (18) years old or the age of legal majority in your country of residence, whichever is higher; and
- you have the legal capacity to enter into a binding contract with inAi.

You must not allow any person who does not meet these conditions to use Emplo through your Account.

### **3.2 Territorial and legal restrictions**

You may only use Emplo where doing so is legal under the laws that apply to you. It is your responsibility to determine whether your use of Emplo is permitted in your country or jurisdiction, including with respect to:

- employment, labour and agency laws;
- immigration and work-authorisation rules; and
- data protection, privacy, and electronic communication laws.

If use of Emplo is restricted or unlawful in your jurisdiction, you must not use Emplo.

### **3.3 Permitted user type: individual job-seekers only**

Emplo is designed and licensed solely for **individual job-seekers** using the service to manage their own job search. Except where expressly agreed in a separate contract with inAi, you must not use Emplo:

- as, or on behalf of, any recruitment agency, temporary work agency, staffing company, consultancy, or similar intermediary;
- as an employer or hiring organisation to screen, score, or rank candidates;
- to manage or submit Job Applications on behalf of other individuals (for example, as a paid agent or representative); or
- to build or operate any service that competes, directly or indirectly, with Emplo.

### **3.4 Non-transferability of the Account**

Your Account is personal to you. You must not:

- sell, rent, lease, lend, or otherwise transfer your Account or any rights to use Emplo to any other person;
- share your login details with anyone; or
- allow any other person to access or use Emplo using your credentials.

To the maximum extent permitted by applicable law, you are responsible for all activity carried out using your Account, whether or not you authorised that activity, until you notify us of a suspected compromise in accordance with section 5 and we have had a reasonable opportunity to act on your notification.

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## 4. USER RESPONSIBILITIES

### 4.1 Accuracy and completeness of information

You are solely responsible for ensuring that all information you provide to Emplo, and all information contained in any Job Application sent via Emplo, is accurate, complete, and not misleading, including but not limited to:

- your identity and contact details;
- your education, qualifications and certifications;
- your work history and experience;
- your skills, languages, and professional capabilities; and
- your eligibility and legal authorisation to work in the relevant jurisdiction.

You must promptly update your information if it becomes inaccurate or incomplete.

### 4.2 Review of AI-generated content

Emplo may generate or propose CVs, cover letters, answers, or other text using AI models. These outputs are suggestions only. You remain solely responsible for:

- carefully reviewing all AI-generated Content before using or sending it;
- correcting any inaccuracies, inappropriate statements, or misleading claims; and
- ensuring that all final Job Applications reflect your actual profile, intentions, and circumstances.

By sending or submitting a Job Application prepared through Emplo (including via Auto-Apply), you confirm that you have accepted responsibility for its content.

### 4.3 Lawful use and compliance with laws

You must use Emplo only for lawful job-search purposes and in compliance with all laws and regulations that apply to you and your use of Emplo, including, without limitation:

- employment and labour law;
- anti-discrimination and equal-opportunity laws;
- data protection and privacy laws;
- immigration and work-authorisation rules;
- anti-spam and electronic communications rules; and
- any professional codes of conduct that apply to you.

You must not use Emplo to engage in, promote, or facilitate any unlawful, fraudulent, or harmful activity.

### 4.4 Respect for third-party rights and obligations

You are responsible for ensuring that:

- your use of Emplo and any Content you provide does not infringe the intellectual-property, privacy, confidentiality, or other rights of any third party; and
- you do not upload, disclose, or use through Emplo any information that you are under a legal or contractual obligation to keep confidential (for example, proprietary documents from a current or former employer), unless you have obtained all necessary permissions.

#### **4.5 Responsibility for employment, immigration and tax matters**

Emplo is a tool to assist your job search. It does not provide legal, immigration, tax, or financial advice. You are solely responsible for:

- verifying any job offer, salary, benefits, and conditions proposed by an employer;
- obtaining and maintaining any visas, permits, or other authorisations that you may require to work in a given jurisdiction;
- understanding and complying with your tax and social-security obligations in connection with any employment you accept; and
- seeking professional advice where necessary.

#### **4.6 Consequences of misrepresentation and misuse**

You acknowledge that:

- misrepresentation of your identity, qualifications, or authorisation to work may lead to rejection, dismissal, civil claims, or criminal penalties; and
- inAi is not responsible for any consequences arising from your misrepresentation, omissions, or failure to comply with this AUP.

If we reasonably believe that you have provided false, misleading, or fraudulent information, or otherwise misused Emplo, we may take any measures described in section 14 (Enforcement and Consequences of Breach), in addition to any rights we have under the Terms.

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## **5. ACCOUNTS AND SECURITY**

### **5.1 Account creation and maintenance**

You must provide accurate and complete information when creating your Account and keep it updated at all times. You must not create an Account using false information or on behalf of someone else, unless expressly authorised in writing by inAi under a separate agreement.

### **5.2 Confidentiality of credentials**

You are responsible for maintaining the confidentiality and security of your login credentials and any other authentication factors used to access Emplo. You must:

- choose a strong, unique password and keep it secret;

- not share your password or authentication tokens with any other person;
- not store your credentials in plain text or in any location that is easily accessible to others; and
- log out of Emplo at the end of each session on shared or public devices.

### **5.3 Unauthorised access**

You must not:

- access or attempt to access any Account, data, or system that you are not authorised to access;
- test, probe, or bypass authentication, authorisation, or other security mechanisms of Emplo or any Third-Party Platform; or
- use another person's credentials or identity to access Emplo.

### **5.4 Notification of security incidents**

If you become aware of or suspect any unauthorised access to your Account, loss or theft of your credentials, or any other security incident affecting Emplo or your use of Emplo, you must:

- immediately change your password and, where applicable, update any compromised authentication factors; and
- promptly notify inAi via the contact details provided in the Terms or on the Emplo website.

To the maximum extent permitted by applicable law, until you notify us and we have had a reasonable opportunity to act on your notification, you remain responsible for all actions taken through your Account, including Job Applications submitted via Auto-Apply.

### **5.5 Security measures by inAi**

We implement technical and organisational measures intended to help protect Emplo and your data against unauthorised access, alteration, disclosure, or destruction, in a manner appropriate to the nature of Emplo and to our size and resources. However, no system is perfectly secure. To the maximum extent permitted by applicable law, we do not accept liability for any loss or damage arising from unauthorised access that results from your failure to comply with this section 5 or from risks inherent to the use of the internet. Our overall responsibility for security incidents (if any) is limited as set out in the Terms.

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## **6. ACCEPTABLE AND PROHIBITED USES – OVERVIEW**

### **6.1 Acceptable use**

Subject to this AUP and the Terms, you may use Emplo solely to:

- manage and support your own job-search activities;
- generate, edit, and organise CVs, cover letters, and related application materials;

- discover job opportunities that match your profile and preferences; and
- prepare and, where enabled, submit Job Applications to employers or through Third-Party Platforms.

## **6.2 High-level prohibited uses**

You must not use Emplo:

- for any illegal, fraudulent, harmful, or abusive activity;
- as, or on behalf of, a recruitment agency, temporary work agency, staffing company, or similar intermediary, except under a separate written agreement with inAi;
- as an employer, recruiter, or hiring organisation to screen, score, rank, or otherwise assess job applicants;
- to build, train, or improve competing products or services, or to benchmark Emplo in a misleading way;
- in a manner that infringes the rights of others, including privacy, intellectual property, and confidentiality rights;
- to send spam or other unsolicited communications inconsistent with applicable anti-spam and communications laws;
- to knowingly introduce malware or interfere with the normal operation of Emplo or any Third-Party Platform; or
- in any other way that inAi reasonably considers to be inconsistent with the intended use of Emplo or to pose an unacceptable risk to users, employers, platforms, or inAi.

## **6.3 Detailed rules**

The following sections of this AUP provide more detailed rules on:

- Content standards (section 7);
- Automation and Auto-Apply (section 8);
- Third-Party Platforms and job-board terms (section 9);
- Fair use and technical limits (section 10); and
- Security and reverse engineering (section 11).

If a specific rule in those sections conflicts with a more general rule in this section 6, the specific rule will apply. Nothing in this section 6 or elsewhere in this AUP obliges us to proactively monitor all use of Emplo or all Content; our monitoring and enforcement take place on a risk-based and reasonable-efforts basis as described in sections 13 and 15.

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## 7. CONTENT STANDARDS

### 7.1 General standards

All Content that you upload to, generate with, or transmit through Emplo, and all Job Applications submitted via Emplo, must be:

- lawful, honest, and not misleading;
- respectful and professional in tone, particularly where directed to employers or their representatives;
- appropriate for a professional recruitment context; and
- compliant with this AUP, the Terms, and all applicable laws and regulations.

You are responsible for ensuring that the Content you choose to send using Emplo meets these standards, even where Emplo has assisted in drafting it.

### 7.2 Truthfulness and non-misrepresentation

You must not, and must not ask Emplo to help you:

- misrepresent your identity, including by using a false name or pretending to be another person;
- misrepresent or exaggerate your education, qualifications, certifications, professional licences, or work experience;
- claim skills, responsibilities, achievements, or results that you do not have or which you cannot substantiate; or
- misrepresent your eligibility or legal authorisation to work in a given jurisdiction.

You must carefully review and correct any AI-generated Content that could inadvertently misrepresent your profile before using it in any Job Application.

### 7.3 Unlawful, harmful, or abusive content

You must not use Emplo to create, upload, store, or transmit any Content that:

- is defamatory, obscene, pornographic, or otherwise offensive;
- is threatening, harassing, stalking, or bullying;
- promotes violence, self-harm, or illegal activities;
- expresses or incites hatred or discrimination based on race, ethnicity, nationality, religion, disability, sex, gender identity, sexual orientation, age, or any other protected characteristic;
- includes illegal hate speech or incitement to violence; or
- would breach applicable employment or anti-discrimination laws in a hiring context.

### 7.4 Intellectual property and confidentiality

You must not, and must not ask Emplo to:

- upload or use content that you do not have the right to use, including copyrighted materials, trade secrets, or proprietary documents belonging to current or former employers, clients, or other third parties;
- disclose through Emplo any confidential or privileged information that you are obligated to protect, unless you are authorised to do so and, where required, have implemented appropriate safeguards; or
- use Emplo outputs to infringe or misappropriate any third-party intellectual-property rights.

### **7.5 Sensitive personal data**

You should avoid including unnecessary “special category” or highly sensitive personal data in Emplo, such as information revealing:

- health or disability status (except where you intentionally choose to disclose it for accommodation reasons);
- racial or ethnic origin;
- political opinions;
- religious or philosophical beliefs;
- trade-union membership; or
- sexual life or sexual orientation.

If you choose to include such information in your CV or applications, you do so voluntarily and are responsible for ensuring that such disclosure is lawful and appropriate in the context of your job search.

### **7.6 Malicious code and technical abuse**

You must not submit to Emplo any files, code, or other content that is intended to:

- introduce viruses, worms, Trojan horses, ransomware, spyware, or other malicious code;
- exploit vulnerabilities or otherwise interfere with the security or integrity of Emplo, other users, or Third-Party Platforms; or
- overload or disrupt Emplo’s infrastructure (for example, through abnormal usage patterns, script-driven abuse, or denial-of-service attempts).

### **7.7 Responsibility for final content**

Regardless of whether Content was drafted or suggested by Emplo, you are solely responsible for the final content of each Job Application and for any other Content you choose to send, share, or publish using Emplo. Sending or submitting a Job Application via Emplo (including via Auto-Apply) constitutes your confirmation that the Content complies with this AUP and with all applicable laws.

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## 8. AUTOMATION AND AUTO-APPLY

### 8.1 Optional feature and opt-in

Auto-Apply is an optional feature. It is disabled by default and will only operate if and when you explicitly enable it in your Account settings. By enabling Auto-Apply, you instruct and authorise Emplo to submit Job Applications on your behalf in accordance with your configuration and this AUP.

### 8.2 Configuration and rules

Before enabling Auto-Apply, you must configure your preferences and rules, including (as available):

- target locations, role types, industries, and seniority levels;
- minimum or maximum salary or compensation thresholds;
- contract types (for example, internship, fixed-term, permanent, part-time);
- acceptable working arrangements (for example, remote, hybrid, on-site);
- which Third-Party Platforms or channels Auto-Apply may use; and
- maximum numbers of Job Applications per day and per week.

You must ensure that your rules accurately reflect your job-search intentions and that they remain up to date. You must promptly adjust or disable Auto-Apply if your circumstances or preferences change.

### 8.3 Scope of authorisation

When Auto-Apply is enabled, you authorise Emplo to:

- access your connected Third-Party Platform accounts and email accounts using the credentials or tokens you provide;
- generate and use CVs, cover letters, and responses based on your profile and settings;
- complete and submit Job Applications (including forms and email messages) that match your configured rules; and
- store and log information about such submissions for your later review and for monitoring and security purposes.

You acknowledge that Auto-Apply submissions will be made in your name and that employers and platforms will treat them as coming from you.

### 8.4 Review and monitoring of automated submissions

Auto-Apply is designed to reduce manual effort, not to remove your responsibility. You must:

- regularly review the Job Applications that Auto-Apply has submitted on your behalf;
- verify that they align with your actual preferences, constraints, and profile;

- promptly correct any inaccuracies or inappropriate content in your CV or profile that Auto-Apply might use; and
- disable Auto-Apply immediately if you observe behaviour that you consider incorrect, excessive, or undesirable.

Emplo will maintain logs of Auto-Apply submissions (including at least the target job, date/time, and the main materials used), which you may consult in your dashboard.

### **8.5 Quality and volume controls**

You must not use Auto-Apply, or configure your rules, in a way that leads to:

- indiscriminate, low-quality mass applications (for example, applying to roles for which you are clearly unqualified or which do not reasonably match your profile);
- applications that are clearly irrelevant to the job description or requirements; or
- application volumes that a reasonable employer or platform would consider abusive or spam-like.

We may apply additional internal thresholds, scoring, and technical limits to prevent Auto-Apply from sending Job Applications that we reasonably consider to be irrelevant, low-quality, or excessive, even if they meet your configured rules.

### **8.6 Third-party restrictions on automation**

Auto-Apply may not be made available, or may be limited, on certain Third-Party Platforms where, in our reasonable opinion:

- the platform's terms of use restrict or prohibit automated submissions, scraping, or the use of bots; or
- technical protections (such as CAPTCHAs or rate limits) make automated submissions inappropriate or unreliable.

Even where Auto-Apply is technically available for a given Third-Party Platform, you remain responsible for ensuring that your use of Auto-Apply complies with that platform's terms and policies. You must not attempt to circumvent any such restrictions or to use Auto-Apply in ways that would violate Third-Party Platform terms. Section 9 of this AUP contains additional rules regarding Third-Party Platforms.

### **8.7 Responsibility for Auto-Apply content**

Even when Auto-Apply is enabled, you remain solely responsible for:

- the Content of each Job Application submitted through Emplo;
- ensuring that the use of Auto-Apply is appropriate in your situation and jurisdiction;
- any legal, contractual, or professional consequences of applications submitted on your behalf; and
- promptly disabling Auto-Apply if you no longer wish Emplo to submit Job Applications automatically.

Auto-Apply is a means of executing your instructions more efficiently. It does not transfer your responsibility for the content or consequences of your Job Applications to inAi.

### **8.8 Right to suspend or modify Auto-Apply**

We may suspend, limit, or modify Auto-Apply for any individual User or generally where we reasonably believe that:

- there is or may be a breach of this AUP or the Terms;
- Auto-Apply usage is causing or may cause harm to users, employers, platforms, or Emplo's infrastructure;
- we need to comply with changes in law or regulatory guidance; or
- we receive credible complaints or demands from Third-Party Platforms or other affected parties.

Where reasonable and lawful, we will provide you with notice of such suspension, limitation or modification, in line with section 14.2, but we may act without notice where immediate action is necessary to protect others or our systems. We will not be liable for any loss of opportunity, missed application, or other consequence resulting from such suspension, limitation, or modification of Auto-Apply.

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## **9. THIRD-PARTY PLATFORMS AND JOB-BOARD TERMS**

### **9.1 Third-Party Platform terms and policies**

Your use of Emplo may involve interaction with Third-Party Platforms. Each Third-Party Platform has its own terms of service, privacy policies, acceptable use rules, and technical controls. It is your responsibility to:

- review and understand the terms and policies of each Third-Party Platform you connect to Emplo or use in connection with Emplo; and
- ensure that your use of Emplo (including Auto-Apply) complies with those terms and policies.

Our own access to and use of Third-Party Platforms is also subject to their terms and policies, and nothing in this AUP authorises you or us to act in violation of them.

If there is a conflict between this AUP and a Third-Party Platform's terms, you must comply with the Third-Party Platform's terms in relation to your use of that platform.

### **9.2 Prohibited activities on Third-Party Platforms**

You must not use Emplo, or allow Emplo to be used, in any way that:

- \* violates or circumvents the terms of any Third-Party Platform;
- \* attempts to bypass technical controls implemented by the platform (such as CAPTCHAs, multi-factor authentication, rate limits, or anti-bot measures), whether directly or by combining Emplo with external tools designed for such

circumvention;

- \* involves scraping or unauthorised extraction of large volumes of job listings or other data from the platform, except where explicitly permitted by that platform;
- \* results in unsolicited or bulk messages through platform messaging systems in violation of their rules; or
- \* interferes with the proper functioning, security, or user experience of the platform;
- \* instructs Auto-Apply to target a Platform that you know, or reasonably should know, strictly prohibits such automation (e.g., via a clear “No Bots” notice or previous account warnings), regardless of whether Emplo’s technical safeguards physically prevent the attempt.

### **9.3 Responsibility for connected accounts**

When you connect a Third-Party Platform account to Emplo:

- you confirm that you are authorised to use that account and to grant Emplo the permissions required to operate;
- you remain responsible for the security of that account and for complying with the platform’s security recommendations; and
- you acknowledge that Third-Party Platforms may treat actions performed through Emplo as actions performed directly by you.

You must promptly disconnect any Third-Party Platform account that you no longer control or that you suspect may be compromised.

### **9.4 Platform sanctions and consequences**

Third-Party Platforms may, at their discretion, suspend, restrict, or terminate your account or access if they believe that their terms have been breached. inAi has no control over such decisions and is not responsible for:

- any sanctions imposed on you by Third-Party Platforms; or
- any loss of data, contacts, messages, or opportunities resulting from such sanctions.

If a Third-Party Platform notifies us that your use of Emplo violates its terms or policies, we may take any measures described in section 14 (Enforcement and Consequences of Breach), including limiting or disabling your use of that platform through Emplo.

### **9.5 Changes and discontinuation of integrations**

The availability of integrations between Emplo and specific Third-Party Platforms may change over time. We may add, modify, or remove such integrations at any time, for example where:

- a platform changes its API, terms, or technical controls;
- continued integration would pose legal, security, or operational risks; or
- an integration is no longer commercially or technically viable.

We will use reasonable efforts to provide notice of material changes, but we are not liable for any impact on your job search arising from the modification or discontinuation of any Third-Party Platform integration.

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## 10. FAIR USE AND TECHNICAL LIMITS

### 10.1 Resource usage and system stability

You must use Emplo in a manner that does not unreasonably burden or interfere with the normal operation of our systems or those of our service providers. In particular, you must not:

- generate unusually high volumes of requests or Job Applications that exceed what a reasonable individual job-seeker would require;
- perform actions that materially degrade response times, stability, or availability of Emplo for other users; or
- use automated tools or scripts to control Emplo in ways that are not explicitly supported by our interfaces and documentation.
- For the purposes of this AUP, **“Aggressive Use”** means configuring Auto-Apply or other automation in a way that clearly disregards safety warnings we display (for example, repeatedly setting very high daily or weekly caps after being warned about Platform sanctions), or that is manifestly inconsistent with normal, good-faith job-search behaviour. You must not configure Auto-Apply rules or volume caps in a manner that disregards safety warnings provided by the Service ('Aggressive Use'), thereby increasing the risk of Third-Party Platform sanctions;

### 10.2 Automated access and external tools

Except where explicitly authorised by us in writing, you must not:

- use bots, scrapers, external automation tools, or any form of robotic process automation to interact with Emplo, bypassing our intended user interface;
- use Emplo’s APIs (if made available) in any manner that violates usage limits, rate limits, or other technical constraints communicated by us; or
- attempt to circumvent our technical limits, for example by creating multiple Accounts or using multiple IP addresses to evade per-user caps.

### 10.3 Monitoring and enforcement of fair use

We may monitor usage patterns of Emplo (in accordance with our Privacy Policy) to detect behaviour that appears to violate fair-use principles, including suspiciously high volumes of applications or requests. Where we reasonably believe that your use of Emplo is excessive, abusive, or incompatible with this AUP, we may:

- temporarily reduce your usage limits;
- require additional verification that your use is legitimate; or

- take further steps described in section 14 (Enforcement and Consequences of Breach).
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## 11. SECURITY, INTEGRITY AND REVERSE ENGINEERING

### 11.1 Prohibited security-related conduct

You must not:

- probe, scan, or test the vulnerability of Emplo or any related systems without our prior written consent;
- attempt to bypass, disable, or defeat any security or authentication mechanisms;
- interfere with or disrupt the integrity or performance of Emplo, our infrastructure, or any connected networks;
- use Emplo to distribute malware, spyware, or other malicious code; or
- use Emplo to launch or assist in any form of attack (including denial-of-service, credential stuffing, or brute-force attacks) against any system or service, whether operated by inAi or by a third party.

### 11.2 Reverse engineering and unauthorised access to code

You must not:

- decompile, disassemble, reverse engineer, or otherwise attempt to derive the source code or underlying models, algorithms, or structures of Emplo, except to the limited extent expressly permitted by applicable law notwithstanding this restriction;
- remove, obscure, or alter any copyright, trademark, or proprietary notices on or within Emplo; or
- access or attempt to access any part of Emplo or related systems that are not intended to be publicly accessible.

### 11.3 Vulnerability reporting

If you believe you have discovered a vulnerability or security issue affecting Emplo or our users, you should report it promptly using the contact details provided on the Emplo website or in the Terms. You must not:

- exploit the vulnerability for any purpose other than testing to confirm its existence;
- publicly disclose information about the vulnerability before we have had a reasonable opportunity to investigate and address it; or
- access, modify, or exfiltrate data that does not belong to you.

We appreciate responsible reporting but give no guarantee of any reward or public acknowledgement.

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## 12. REGULATORY STATUS AND DISCLAIMERS

### 12.1 Not an employer, recruiter, or temporary work agency

Emplo, as provided under the Terms to Users covered by this AUP, is a software tool intended for individual job-seekers. Unless explicitly stated otherwise in a separate written contract:

- inAi does not act as an employer, recruitment agency, temporary work agency, staffing company, headhunter, or similar intermediary;
- inAi does not represent employers, does not receive fees from employers, and does not negotiate employment terms on behalf of any party; and
- Emplo, under the Terms, is not intended to be used by employers to score, rank, or select candidates in their recruitment processes.

Nothing in your use of Emplo creates an employment relationship, agency relationship, or partnership between you and inAi or between inAi and any employer.

### 12.2 No guarantee of interviews, employment, or outcomes

Emplo is designed to assist you in searching and applying for jobs. However:

- we do not guarantee that you will receive any interviews, job offers, or employment as a result of using Emplo;
- we do not guarantee any minimum salary, level of responsibility, or career progression; and
- we are not responsible for the decisions made by employers, platforms, or other third parties.

Any references in marketing or user materials to improved job-search efficiency, higher interview rates, or similar benefits are aspirational or illustrative only and do not constitute a guarantee.

### 12.3 No legal, immigration, financial, or professional advice

Emplo may provide general information or suggestions, but it does not provide:

- legal advice (including employment law, contract law, or immigration law);
- immigration or visa advice or services;
- tax, social-security, or financial advice; or
- professional career counselling in a regulated sense.

You are solely responsible for obtaining any professional advice you may need and for making your own decisions about job offers, contracts, and other matters. You must not rely on Emplo as a substitute for advice from qualified professionals.

### 12.4 Automated processing and user control

Emplo uses automated systems, including AI models, to analyse your profile, match you with job offers, and generate draft content. By using Emplo, you acknowledge that:

- such automated processing is used to support and streamline your job search;
- Auto-Apply, when enabled, executes instructions and rules that you configure, and you retain the ability to pause or disable it at any time; and
- you remain responsible for reviewing and validating important decisions and content before relying on them.

To the extent permitted by applicable law, and as further described in our Privacy Policy, we take reasonable steps to ensure that such automated processing is subject to appropriate safeguards and human oversight. Automated processing can still generate errors or outputs that are not appropriate for your specific circumstances. However, final responsibility for the use of Emplo's outputs rests with you.

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## 13. REPORTING MISUSE AND COMPLAINTS

### 13.1 Reporting misuse or violations

If you become aware of any use of Emplo that appears to violate this AUP, the Terms, or applicable law—including spam, fraudulent applications, harassment, security incidents, or unauthorised access—you should promptly notify us using the contact details provided on the Emplo website or in the Terms. Your report should, where possible, include:

- a description of the behaviour or issue observed;
- relevant dates, times, and affected accounts or job postings; and
- any supporting evidence (for example, screenshots or message excerpts), subject to privacy and confidentiality constraints.

### 13.2 Employer and platform complaints

Employers, recruiters, and operators of Third-Party Platforms who receive Job Applications or other communications facilitated by Emplo may also report suspected misuse or abuse to us. We may request additional information from them to verify the report, subject to applicable privacy and confidentiality obligations.

### 13.3 Our handling of reports

We will review reports of misuse or suspected violations on a risk-based and reasonable-efforts basis. Without limiting our other rights:

- we may contact you for clarification or information;
- we may temporarily restrict certain features (including Auto-Apply) while we investigate;
- we may share limited information with affected platforms or authorities where permitted or required by law and where necessary to protect users, employers, or the public; and
- we may take any of the measures set out in section 14 (Enforcement and Consequences of Breach) if we reasonably conclude that a violation has occurred.

We are not obligated to respond to every report or to provide detailed information about the outcome of our investigation, but we will act in good faith and in accordance with applicable law. Nothing in this section or elsewhere in this AUP creates a general obligation for us to monitor all Content or all use of Emplo.

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## 14. ENFORCEMENT AND CONSEQUENCES OF BREACH

### 14.1 Investigation and temporary measures

If we have reason to believe that you have breached this AUP, the Terms, or applicable law, or if we receive a credible complaint or request from a Third-Party Platform or authority:

- we may investigate the matter using information available to us, including logs and usage data, in accordance with our Privacy Policy;
- we may temporarily restrict or disable certain features of Emplo for your Account (including forcing Auto-Apply into **"Draft-Only Mode"**, specific integrations, or application volume limits) if we detect platform friction or elevated risk, even in the absence of a confirmed user breach, and while we investigate; and
- we may require you to provide information or assurances reasonably necessary to complete our assessment.

Where we detect unusual error patterns, blocks or other friction from a particular Third-Party Platform, we may, as a precaution, restrict that Platform to Draft-Only Mode or disable Auto-Apply for it, even if we have not yet confirmed a breach by you.

### 14.2 Suspension and termination

We may, at our discretion and without liability to you, suspend or terminate your access to Emplo (in whole or in part) if:

- we reasonably determine that you have materially or repeatedly violated this AUP or the Terms;
- your use of Emplo exposes or is likely to expose us, other users, employers, platforms, or the public to harm, legal liability, or other significant risk;
- we are required to do so by law, court order, or competent authority; or
- a Third-Party Platform whose integration you rely on demands that we restrict or terminate your use in order to maintain access to their services;
- you persist in Aggressive Use patterns after we have warned you and suggested safer settings.

Where reasonable and lawful, we will provide you with notice of suspension or termination, but we may act without notice where immediate action is necessary to protect others or our systems.

### 14.3 Effect of suspension or termination

If your access to Emplo is suspended or terminated:

- your right to use Emplo and its features immediately ceases (in whole or in part, depending on the measure taken);
- we may retain certain data and logs for a period permitted by law and described in our Privacy Policy, including for security, fraud prevention, and legal defence purposes; and
- any obligations or liabilities that arose prior to suspension or termination (including any fees due and any indemnities) will survive.

#### 14.4 Indemnity and Liability

Any liability arising from your breach of this AUP, and your obligation to indemnify inAi for such breaches, is governed by the Indemnification and Limitation of Liability sections of the Emplo Terms of Service.

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## 15. DATA AND PRIVACY REFERENCE

### 15.1 Logging and monitoring

To operate Emplo, enforce this AUP, and protect users and platforms, we may log and monitor certain aspects of your use of Emplo, including:

- login events, configuration changes, and security-related events;
- Job Application metadata (such as target job, date/time, channel, and the fact of submission);
- usage metrics, performance data, and technical diagnostics.

We do so in accordance with our Privacy Policy and applicable data protection laws.

### 15.2 Relationship to the Privacy Policy

This AUP does not describe in detail how we process personal data. That information is set out in our Privacy Policy and any Emplo-specific privacy notices, which form part of the contractual framework between you and inAi. In the event of any inconsistency between this AUP and the Privacy Policy with respect to data processing, the Privacy Policy will prevail.

You should read the Privacy Policy carefully to understand what personal data we collect, for what purposes, on what legal bases, and what rights you have in relation to that data.

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## 16. CHANGES TO THIS ACCEPTABLE USE POLICY

### 16.1 Right to update

We may revise this AUP from time to time, for example to:

- reflect changes in law or regulatory guidance;

- address new features or changes to Emplo (including Auto-Apply and integrations with Third-Party Platforms);
- respond to evolving security risks, abuse patterns, or industry best practices; or
- clarify existing provisions.

#### **16.2 Notification and continued use**

When we make material changes to this AUP, we will take reasonable steps to notify you, for example by:

- posting the updated AUP on the Emplo website with a new “Last Updated” date; and/or
- displaying an in-app notification or sending an email to the address associated with your Account.

Unless otherwise required by law, the updated AUP will take effect on the date indicated in the notice. Your continued access to or use of Emplo after the updated AUP takes effect constitutes your acceptance of the changes. If you do not agree with the updated AUP, you must stop using Emplo and, where applicable, close your Account.