

Acceptable Use Policy

Version: 1.0

Last Updated: 26 February 2026

Effective Date: 26 February 2026

1. Introduction

This Acceptable Use Policy ("AUP") governs your use of the Swayz platform at svayz.com (the "Platform"), operated by Swayz Ltd ("Swayz", "we", "our", or "us").

By accessing or using the Platform, you agree to comply with this AUP in addition to our Terms of Service. This AUP applies to all users, including candidates, employers, agencies, and unauthenticated visitors.

Breach of this AUP may result in immediate suspension or termination of your account without refund.

2. Permitted Uses

2.1 Candidates

You may use the Platform to:

- Create and maintain a professional profile
- Upload your CV and supporting documents
- Search and apply for legitimate job opportunities
- Bookmark and track job listings
- Communicate with employers through Platform-provided channels
- Receive AI-assisted recommendations and feedback
- Exercise your data rights under our Privacy Policy

2.2 Employers and Agencies

You may use the Platform to:

- Post genuine job vacancies within your organisation or for clients
- Review and manage candidate applications
- Use AI screening tools for shortlisting and assessment purposes
- Communicate with candidates through Platform-provided channels
- Manage your organisation's subscription and team access
- Export application data for legitimate HR purposes

3. Prohibited Uses

3.1 Misrepresentation and Fraud

You must not:

- Create fake profiles, job postings, or companies
- Impersonate any person, organisation, or brand
- Submit false or misleading information in applications or job postings
- Use the Platform to conduct phishing, scam, or fraud campaigns
- Post ghost jobs (roles with no genuine hiring intent)
- Misrepresent AI-generated content as entirely your own in applications

3.2 Unlawful Activity

You must not use the Platform to:

- Violate any applicable law or regulation
- Discriminate in hiring on protected characteristics under the Equality Act 2010 (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation)
- Engage in conduct that constitutes harassment or stalking
- Facilitate illegal employment (e.g., hiring persons without the right to work)
- Breach sanctions regulations or trade restrictions
- Engage in money laundering or financial crime

3.3 Technical Abuse

You must not:

- Attempt to circumvent Platform authentication or security controls
- Use automated tools (bots, scrapers, crawlers) to access the Platform without written consent from Svayz
- Submit an excessive volume of applications using automation
- Interfere with, disrupt, or overload Platform infrastructure
- Attempt to access accounts or data belonging to other users
- Reverse engineer, decompile, or disassemble any part of the Platform
- Upload files containing viruses, malware, ransomware, or other malicious code
- Use the Platform to test for security vulnerabilities without prior written authorisation from Svayz

3.4 Spam and Unsolicited Contact

You must not:

- Send unsolicited commercial messages to candidates or employers outside Platform communication channels

- Use contact information obtained through the Platform for purposes other than direct recruitment for the specific role
- Harvest email addresses or other contact data from the Platform

3.5 Content Restrictions

Content you submit to the Platform (profile information, job postings, messages, etc.) must not:

- Be defamatory, abusive, threatening, or harassing
- Contain discriminatory language or illegal content
- Infringe any third-party intellectual property rights (copyright, trademark, patent)
- Include personally identifiable information about third parties without their consent
- Contain offensive material including but not limited to: nudity, graphic violence, or hate speech
- Violate any applicable advertising or consumer protection regulations

3.6 Competitive and Commercial Abuse

You must not:

- Use the Platform to solicit clients, candidates, or employees for competing services
 - Attempt to divert business away from Svayz using Platform data or access
 - Resell, sublicense, or distribute Platform access or data
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4. AI Tool Usage

4.1 Employer Responsibilities

When using Svayz's AI screening and assessment tools, employers must:

- Use AI outputs as advisory inputs to human decision-making, not as sole hiring criteria
- Ensure all hiring decisions comply with applicable employment law and anti-discrimination requirements
- Not use AI screening to circumvent legal obligations around fair hiring
- Retain records of hiring decisions for compliance purposes

4.2 Candidate Responsibilities

Candidates using AI-assisted tools (e.g., AI interview practice, CV optimisation) must:

- Not submit AI-generated responses in live assessments unless explicitly permitted
 - Ensure all application content accurately represents their own skills and experience
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5. Reporting Violations

If you observe activity that violates this AUP, please report it to:

Email: infra-admin@svayz.com

Include as much detail as possible: the nature of the violation, relevant usernames or URLs, and any evidence. We will investigate all reports and respond within 5 business days.

6. Enforcement

Svayz reserves the right to:

- Remove any content that violates this AUP without notice
- Suspend or terminate accounts in breach of this AUP
- Restrict access to specific Platform features
- Report violations to law enforcement where required by law or where Svayz believes doing so is in the public interest
- Pursue civil remedies for damage caused by AUP violations

Where a violation is not deliberate and does not cause significant harm, we will ordinarily provide a warning before taking more serious action. We reserve discretion in all enforcement decisions.

7. No Endorsement

Svayz does not endorse, verify, or guarantee any job postings, employers, candidates, or application content on the Platform. Users are responsible for conducting their own due diligence.

8. Changes to This Policy

We may update this AUP as needed. Material changes will be communicated by email to registered users. Continued use of the Platform after changes take effect constitutes acceptance of the updated AUP.

9. Contact Us

Email: infra-admin@svayz.com

General: infra-admin@svayz.com

Address: Svayz Ltd, 124-128 City Road, London, England EC1V 2NX