



# kaleido

creative career platform

**Terms and Conditions** - Welcome to Kaleido, your creative career platform that connects the creative advertising industry. By registering with Kaleido, you agree to the following terms:

**Use of Services:** Kaleido offers a platform where creative talents and clients can find each other. We facilitate the connection but are not responsible for the agreements between all candidates and clients.

**Privacy, Security & Personal Data:** We care a lot about keeping your information safe. We use strong security measures and have ISO 27001:2013, ISO 27017:2015, and ISO 27018:2019 certificates. This means we work hard to protect your data from being accessed or changed by someone who shouldn't.

*When using Kaleido, we collect and process the following types of personal data:*

- Personal identification information (name, email address, phone number, etc.)
- Professional information (CV, work experience, portfolio)
- Data related to work preferences and application activities
- Other information you voluntarily provide through our platform

*This data is used to:*

- Create and maintain your profile
- Automatically match you with potential assignments or candidates
- Facilitate communication between you and potential clients or candidates
- Improve our services and platform functionalities

**For Clients:** By viewing and selecting candidates through our platform, you agree to a fee of €1.000,- per hired candidate. This agreement is valid for 12 months after viewing candidate profiles. When hiring a freelancer via Kaleido, you consent to the payment of €5,- per worked hour for a maximum duration of 12 months, per vacancy/assignment.

If a candidate has already been contacted by the client, directly or through other channels and the client has acted on this in the last 4 weeks, then the client will not be held liable under this agreement, with regards to the recruitment of this person. The client must be able to demonstrate this in writing. If that is not possible, Kaleido reserves the right to the fee.

It is the client's responsibility to check if the candidate is capable of the job. The service of Kaleido consists of giving you access to view and hire candidates. Therefore, Kaleido shall not be held liable for the performance of the hired candidate.

**Sharing Applicants and referrals:** By engaging with Kaleido, you grant permission to share your applicants with our database, integrating into our broad creative network. For every candidate shared by you and hired through our platform, you are entitled to earn €500,-. We guarantee the safety of your shared data, adhering to the highest standards of data protection and confidentiality.

**For Freelance Candidates:** Upon accepting the terms and conditions during the registration process, you agree to contribute €5,- per worked hour to Kaleido for assignments obtained through our platform. This is for a maximum duration of 12 months, per unique job you got via Kaleido.

**Changes to Terms:** Kaleido reserves the right to change these terms at any time. We advise you to regularly check the terms for updates.

By using our platform, you agree to these terms. For questions or more information, please contact us at [info@kaleido.works](mailto:info@kaleido.works).