



RAEORA
Recruitment
and Employer of
Record Alliance

We're all about people

RAEORA, Recruitment and Employer of Record Alliance Website **Terms and Conditions**

Recruitment and Employer of Record Alliance (RAEORA) Limited
Company Number 15776754 | Directors: AK Pike (CEO); JJ Durandt (Managing)

Recruitment and Employer of Record Alliance (RAEORA) (Pty) Ltd
Company Registration 2025/479857/07 | Directors: AK Pike (CEO); JJ Durandt (Managing)

WEBSITE TERMS AND CONDITIONS

Last Updated: 1 June 2026

RAEORA (hereinafter referred to as the “**Website**”, “**We**”, “**Us**”, or “**Our**”), a jointly branded online platform operated by: **Recruitment and Employer of Record Alliance (RAEORA) Limited (UK Company No. 15776754)**, a company registered in the United Kingdom with its registered address as 162 Rockbourne Road, Sherfield on Loddon, Hampshire RG27 0SR United Kingdom; and **Recruitment and Employer of Record Alliance (RAEORA) (Pty) Ltd (South Africa Company Reg. 2025/479857/07)**, its South African Alliance company, registered in South Africa with its registered address as 7 Clingendael Close, Tokai 7945, Cape Town, South Africa. Together referred to as “**the Company**”, “**We**”, or “**Our**”.

By accessing or using this Website (including its subdomains .com, .co.uk, and .co.za), You (“**You**”, “**Your**”, or “**User**”) agree to be bound by the Terms and Conditions set out below. If You do not agree with these Terms, please do not use this Website. RAEORA is a jointly branded recruitment and employer of record alliance operated by independent legal entities in the United Kingdom and South Africa. These Terms should be read together with our Privacy Policy and Cookie Policy, which form part of the Website’s governing documents.

1. INTRODUCTION

This Website serves as a recruitment and HR consultancy platform, enabling Users to:

- Browse and apply for job opportunities;
- Submit CVs or related candidate information;
- Access recruitment and HR consultancy information;
- Engage with the Company for client or partnership enquiries.

By accessing or using any part of the Website, You agree that You have read, understood, and accepted these Terms and Conditions, as well as any documents referenced within them. These Terms apply automatically to all Users and do not require any signed or electronic agreement to be effective.

2. ELIGIBILITY OF USERS

You may use the Website only if You are at least eighteen (18) years of age and legally capable of entering into binding agreements. The Website may be accessed internationally, but use is intended primarily for Users based in the United Kingdom and South Africa. Users are responsible for ensuring their use complies with local laws and regulations.

3. SERVICES OFFERED

Through this Website, we provide:

- Job postings and career opportunities on behalf of clients;
- Candidate submission and CV registration facilities;
- Recruitment and HR consultancy information;
- Client enquiry and contact options;
- General company information, news, and resources.

The Website is for informational and professional use only. We do not guarantee employment, candidate placement, or business engagement by use of the Website alone.

4. USER OBLIGATIONS

You agree to use the Website lawfully and provide accurate information. You must not upload unlawful, defamatory, obscene, or infringing material, nor attempt unauthorised access to the Website. You agree to indemnify and hold harmless the Company against any loss, claim, or liability arising from Your breach of these Terms.

5. INTELLECTUAL PROPERTY

All intellectual property rights in the Website, including its design, text, graphics, logos, and underlying code, are owned or licensed by the Company. Each of Recruitment and Employer of Record Alliance (RAEORA) Limited and Recruitment and Employer of Record Alliance (RAEORA) (Pty) Ltd retains ownership of its respective trademarks and intellectual property.

6. DATA AND PRIVACY

The Company processes personal data in accordance with applicable privacy and data protection laws, including the UK Data Protection Act 2018, the UK GDPR, and South Africa’s Protection of Personal Information Act (POPIA). By submitting your information or CV through the Website, you acknowledge that the Company may process your personal information in accordance with its Privacy Policy and applicable data protection laws for recruitment, employment, compliance and related business purposes.

7. THIRD-PARTY LINKS AND CONTENT

The Website may contain links to third-party sites. These are provided for convenience only, and We accept no responsibility for their content, accuracy, or security.

8. RELATIONSHIP

Nothing in these Terms creates a partnership, agency, or employment relationship between the Company and any User.

9. LIMITATION OF LIABILITY

The Website and its contents are provided “as is” without warranties of any kind. Nothing in these Terms excludes or limits liability where such exclusion or limitation would be unlawful.

10. GOVERNING LAW AND JURISDICTION

These Terms shall be governed by and construed in accordance with the laws of England and Wales and, where relevant, the laws of South Africa. Any disputes shall be subject to the exclusive jurisdiction of the courts of England and Wales, or, for matters relating specifically to Recruitment and Employer of Record Alliance (RAEORA) (Pty) Ltd, the courts of South Africa.

11. AMENDMENTS

We may update these Terms from time to time by posting the updated version on the Website. Continued use of the Website constitutes acceptance of the revised Terms.

12. DISCLAIMER

The Company endeavours to ensure that the information on this Website is accurate and current. We do not guarantee that the Website will be available at all times or free from errors, interruptions, viruses or other harmful components. Use of the Website and reliance on its content are at Your own risk. Submission of a CV or application does not guarantee consideration, interview, placement or employment. The Company does not warrant the accuracy, completeness or availability of any vacancy, candidate profile, employment opportunity or third-party information published on the Website.

13. CONTACT US

For any queries, please contact: info@raeora.com

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