

## WEBSITE TERMS OF USE (CAREERS)

This website (the “Website”) is owned and operated by Qatar Airways Group Q.C.S.C a Qatari Shareholding Company including its subsidiaries and branches. We are located at PO Box 22550, Qatar Airways Tower 1, Airport Road, State of Qatar.

In these Terms of Use, references to “**Qatar Airways**”, “**We**”, and “**Us**” refer to Qatar Airways Group Q.C.S.C and “**You**” and “**Your**” refers to the persons accessing this Website (including registered and unregistered users, applicants, candidates, and recruitment account holders or other persons who access this Website on Your behalf.

**Please review these Terms of Use and any other legal notices or terms and conditions available on other pages of our Website carefully before using this Website. BY USING THIS WEBSITE <https://careers.qatarairways.com> YOU INDICATE YOUR AGREEMENT TO BE BOUND BY THESE WEBSITE TERMS OF USE (THE “TERMS OF USE”) IN CONSIDERATION OF THE ACCESS PROVIDED TO THE WEBSITE AS SET FORTH BELOW. If You do not agree to these Terms of Use, please do not use this Website.**

### Agreement for Use

This Website is intended for individuals seeking employment and for employers or recruitment agencies seeking candidates for employment. You warrant that You or the individual on whose behalf you act are over the age of legal majority in your country and possess the legal capacity or legal authorisation to enter into this agreement and to use this Website in accordance with all Terms of Use herein. This Website allows You to create individual profiles, which may include Personal Data (as defined in these Terms of Use). Any job ad on our Website may be used only by individuals seeking employment and/or career information.

If you register, you must ensure that the details provided by you on registration or at any time are correct and complete. You must inform Us immediately of any changes to the information that You provided when registering by updating Your Personal Data in order that We can communicate with You effectively. If We have reason to believe that there is likely to be a breach of security or misuse of our Website, we may require you to change your password or we may suspend your account.

If you register to use our Website, You will be asked to create a password. You are responsible for maintaining the confidentiality of Your account, profile and passwords, as applicable. You may not share Your password or other account access information with any other party, temporarily or permanently, and You shall be responsible for all uses of Your applicant registrations and passwords, whether or not authorized by You.

We may suspend or cancel Your registration immediately at our reasonable discretion or if you breach any of your obligations under these Terms of Use. Such suspension or cancellation of Your registration and Your right to use our Website shall not affect either party’s statutory rights or liabilities.

Other than any costs or expenses expressly agreed to be borne by Us, We will not re-imburse You for any costs or expenses in relation to any talent acquisition process with Us.

## Website Accuracy

Although We make every effort to ensure the accuracy of our Website content (the “**Content**”), regrettably, changes and errors do occasionally occur and We reserve the right to correct any details in such circumstances. Mistakes made by You or a third party acting on your behalf during profile creation or the application process are not binding on Us. We therefore disclaim all liability and responsibility arising from any reliance placed on such materials by any visitor to our Website, or by anyone who may be informed of any of its contents.

## License and Ownership

Any and all intellectual property rights (“**Intellectual Property**”) associated with the Website and/or its contents are the sole property of Qatar Airways or third parties. Our Website’s Content is protected by applicable copyright and other laws.

Elements of the Website are also protected by trade secret, unfair competition, and other laws and may not be copied or imitated in whole or in part. All custom graphics, icons, and other items that appear on the Website are trademarks, or service marks (“**Marks**”) of Qatar Airways, its affiliates or other entities that have granted Qatar Airways the right and license to use such Marks and may not be used or interfered with in any manner without the express written consent of Qatar Airways.

Except as otherwise expressly authorized by these Terms of Use, You may not copy, reproduce, modify, lease, loan, sell, create derivative works from, upload, transmit, or distribute the Intellectual Property of the Website in any way without Qatar Airways’ or the appropriate third party’s prior written permission. Except as expressly provided herein, Qatar Airways does not grant to You any express or implied rights to Qatar Airways’ or any third party’s Intellectual Property.

Where You are an applicant or candidate, Qatar Airways grants You a limited, personal, non transferable, non-sub licensable, non-exclusive revocable license to (a) access and use only the Website, Content and Services only for your personal use seeking employment opportunities for yourself, and (b) access and use the Qatar Airways computer and network services offered within the Website including our talent acquisition web portal service (“**Qatar Airways Systems**”) only in the manner expressly permitted by Qatar Airways.

Where You are a recruiter, Qatar Airways grants You a limited, personal, non transferable, non-sub licensable, non-exclusive revocable license to (a) access and use only the Website, Content and Services only for your internal business use seeking candidates or job prospects for employment , and (b) access and use the Qatar Airways computer and network services offered within the Website including our talent acquisition web portal service (“**Qatar Airways Systems**”) only in the manner expressly permitted by Qatar Airways.

Except for the limited licenses stated above, Qatar Airways does not convey any interest in or to Qatar Airways Systems, information or data available via Qatar Airways Systems (the “**Information**”),

Content, Services, Website or any other Qatar Airways property by permitting You to access to or Use of the Website. Except to the extent required by law or as expressly provided herein, none of the Content and/or Information may be reverse-engineered, modified, reproduced, republished, translated into any language or computer language, re-transmitted in any form or by any means, resold or redistributed without the prior written consent of Qatar Airways. You agree not to: (a) copy, display, modify, reproduce, or otherwise transfer any of the Materials to any third party without the prior written permission of Qatar Airways; (b) interfere with or disrupt networks connected to the Site; (c) use or attempt to use any device, software or routine which interferes with the proper functioning of the Site or any transactions being offered through the Site; (d) transmit files, data or other materials containing a computer virus, corrupted data, logic bombs, worms, "Trojan horses" or other instructions or design that would erase data or programming or cause the Site or any equipment or system to become inoperable or incapable of being used in the full manner for which it was designed; (e) deliver any communication to or through the Site which violates any local, state, federal or international law; (f) deliver any communication to or through the Site that contains defamatory, libelous, abusive or obscene material; or (g) deliver any communication to or through the Site that will infringe upon the rights of any third party. When You use our Talent Acquisition web service portal, You are required to acknowledge and accept Oracle's terms and conditions and privacy policies, which may be different from ours.

## Third Party Products

During the talent acquisition process, We use external services provided by third party service providers ("**Suppliers**") including our Talent Acquisition web service portal, pre-recorded video interviews ("**Interview**") and psychometric assessments ("**Assessments**"). You agree that You will not use services provided by Suppliers in any manner that is inconsistent with these Terms of Use or that infringes the intellectual property rights of Suppliers or any third party. To the extent You choose to use such External Services, You are solely responsible for compliance with any applicable laws. Interviews and Assessments will be carried out by Us in accordance with applicable law and to enhance the objectivity, equitability, and legal defensibility of our hiring process.

## Pre-recorded Video Interviews

Where You are required to participate in an Interview, You grant Us, our assigns licensees, successors and our authorized supplier(s) permission to video record Your Interview throughout the world and in perpetuity. You authorize Us to use it for further assessment of Your application and waive the right to inspect or approve use of Your Interview. Any such Interview it is not a mandatory part of the recruitment process but You may request at any point during the recording to cease the Interview. However, this may result in Your application being disqualified from the position that You have applied or rescheduling of Your Interview at our sole discretion. Interviews will be stored in a secure location and will not be used for any purpose other than evaluating Your candidacy. To the full extent allowed by the applicable law, You release Us, our assigns, licensees, successors, our authorized suppliers, our officers, employees and agents from any claims of defamation, invasion of privacy or infringement of moral rights, rights of publicity or copyright and any liability for any violation of any other personal or proprietary rights You may have in connection with Our use or storage of the Interview. In order for the Interview to be conducted, You must grant Your consent to our third party service provider to process your Personal Data and share the Interview with Us in order to as sess

your application. When You participate in an Interview, You will be responsible for complying with our third party service provider's Terms and Conditions, Privacy Policy and Cookie Policy which may be different from ours.

## Psychometric Assessments

In order for the Assessment to be conducted, You must grant your consent to our third party service providers to conduct the Assessment and share the Assessment with Us in order to assess your application. You have a right to refuse to be assessed or to require that Your Assessment results not be communicated by our third party service providers to Us. However, if You do refuse to participate in such Assessment where required by Us, We will not have sufficient information to consider Your application. Where You are required to participate in an Assessment, Personal Data provided will be processed in accordance with our Talent Acquisition Privacy Notice. You will be responsible for complying with third party service providers' terms and conditions and privacy policies, which may be different from ours.

## Copyright and trade mark information

All materials on this Website the underlying software code or software data are protected by copyright, trademark, and/or other intellectual property rights. These materials are owned by Qatar Airways or are used with permission from their owners or as otherwise authorized by law. Protected materials include, but are not limited to, the text, trademarks, source code, databases, logos, photographs, images, video clips, audio clips, designs, trade dress, and other materials contained in this website, mobile site and mobile applications. All rights are reserved, worldwide. You shall not download, print, or reproduce portions of Qatar Airways' materials for their personal, non-commercial use, and enjoyment. All other use of any material (including, without limitation, photographs, articles, press releases, software, comments, tables or charts, video clips, logos) on this website, mobile site and mobile applications is strictly prohibited.

## Your commitments

Any profile You submit must be accurate and describe You, an individual person. You acknowledge and agree that You are solely responsible for the form, content and accuracy of any resume or material contained therein placed by You on the Website. Any material that you upload to our Website will be considered non-proprietary.

- a. You shall not disguise the origin of information transmitted through the Website;
- b. You will not place false or misleading information on the Website;
- c. You will not use or access any service, information, application or software available via the Website in a manner not expressly permitted by Qatar Airways;
- d. You will not input or upload to the Website any information which contains viruses, Trojanhorses, worms, time bombs or other computer programming routines that are intended to damage, interfere with, intercept or expropriate any system, the Website or Information or that infringes the Intellectual Property rights of another;

- e. You may not use or access the Website or the Qatar Airways Systems in any way that, in Qatar Airways judgment, adversely affects the performance or function of the Qatar Airways Systems, or the Website or interferes with the ability of authorized parties to access the Qatar Airways Systems, or the Website;
- f. You may not frame or utilize framing techniques to enclose any portion or aspect of the Content or the Information, without the express written consent of Qatar Airways;
- g. You will not to use our Website for any commercial or business purposes, and We have no liability to you for any loss of profit, loss of business, business interruption, or loss of business opportunity; and
- h. You understand that a failure to follow all instructions and procedures may lead to Your denial of access to this Website and possibly legal action being brought against you.

You are responsible for configuring your information technology, computer programmes and platform in order to access our Website and for protecting these with Your own anti-virus software, firewalls and any other technical measures. We give no warranties as to the compatibility of our Website with Your information technology, computer programmes and platform. You are responsible for compliance with applicable laws and regulations.

## Liability

Except as required otherwise by applicable law, We do not accept any responsibility and shall not be liable for any loss or damage whatsoever, whether in contract, tort (including negligence), breach of statutory duty or otherwise, even if foreseeable, arising under or in connection with:

- a. use of or reliance on any information, opinions, content and/or material held on this Website or made available in connection with this Website: or
- b. interruption or delay in access, use of, or inability to use or access, this Website,

including but not limited to: loss of profits, sales, business, or revenue; loss of data; business interruption; loss of anticipated savings; loss of business opportunity, goodwill or reputation; wasted management time; or any indirect or consequential loss or damage.

To the fullest extent permitted by applicable law, We exclude all conditions, warranties and representations in relation to this Website, whether express or implied.

Except as required otherwise by applicable law, we will not be liable for any loss or damage caused to your information technology, computer programmes, platform, data or other proprietary material arising in connection with your use of this Website. We shall not be liable for any loss or damage, which occurs as a result of any virus, including without limitation any, distributed denial-of-service attack, or other technologically harmful material that may infect your computer equipment, computer programs, data or other materials.

You shall indemnify Qatar Airways and its licensors and keep Qatar Airways and its licensors indemnified against all losses, damages, claims, and costs (including legal cost s) caused or suffered by Qatar Airways and/or its licensors as a result of a breach by you of any of these Terms of Use and/or applicable laws.

## Privacy and Cookies

We are committed to protecting your privacy and complying with applicable laws and the protection of your Personal Data that You provide to us via the Website, which will be processed in accordance with our **Talent Acquisition Privacy Notice** which can be found here. **"Personal Data"** means any information relating to an identified or identifiable natural person. Our Cookie Policy provides information about cookies that We use and can be found here. In order to access to receive job alerts you must register on the Website. If you wish to unsubscribe from job alerts you can do this at any time by logging onto the Website through the "unsubscribe" link contained in the last job alerts email you received.

## Links

Linking to this Website is strictly prohibited without our consent in writing, which consent can be withdrawn at any time. Our Website may contain links to third-party websites ("**Linked Sites**"). These Linked Sites are provided solely as a convenience to You and not as an endorsement by Qatar Airways of the Content on such Linked Sites. Qatar Airways makes no representations or warranties regarding the correctness, accuracy, performance or quality of any Content, software, service or application found at any Linked Site. If You decide to access Linked Sites, You do so at Your own risk. If you access these Linked Sites using the links provided, the operators of these websites may collect and use Personal Data from you in accordance with their privacy and cookie policies, which will differ from ours.

## Modification

We may update this Website from time to time, change the Content at any time and we may suspend, withdraw, discontinue or change all or any part of this Website without notice. As such, there may be times when this Website is unavailable for use.

## Miscellaneous

Except as expressly provided in a separate agreement between You and Qatar Airways, these Terms of Use supersede all previous contracts, arrangements, representations (other than fraudulent misrepresentation), terms implied by law, and understandings between the parties whether written, arising from custom, orally, or otherwise concerning the subject matter hereof. These Terms of Use are written in the English language.

## Severability and Waiver

Should one or more provisions of these Terms of Use be or become invalid or unenforceable in whole or in part, this shall not affect the validity and enforceability of the remaining provisions of these Terms of Use. Our rights under these Terms of Use may only be waived in writing.

## **Governing Law**

The Terms of Use, their subject matter and their formation (and any non-contractual disputes or claims) are governed by the laws of the State of Qatar. Both parties agree to the exclusive jurisdiction of the courts of the State of Qatar.

## **Third Party Beneficiaries**

We do not grant any benefits to any third party unless it expressly states that it does. In particular, no person other than a party to the Terms of Use can enforce or take the benefit of any of its terms under the Contracts (Rights of Third Parties) Act 1999.

## **Termination**

We reserve the right, in its sole discretion, to terminate Your access to all or part of this Website with or without notice.

## **Contact Us**

If you have any questions about our Terms of Use, please contact us via email to:

Qatar Airways Group Q.C.S.C  
Qatar Airways Tower  
P.O. Box: 22550  
Doha, State of Qatar  
Email: [contractsdept@qatarairways.com.qa](mailto:contractsdept@qatarairways.com.qa)