



Terms and Conditions of the Talent Garden Service

Effective as of May 20, 2026.

1. General Provisions

1. These Terms and Conditions define the rules for using the website available at: <https://www.talent-garden.co>
2. The owner and administrator of the website is:
Business Line Support Piotr Sobczyk
ul. Sierpińskiego 3/62
02-122 Warsaw, Poland
NIP (Tax ID): 6291045541
REGON (Business ID): 273802179
KRAZ (Employment Agency Registry No.): 13505
3. Contact with the administrator is possible at: biuro@bls-group.pl
4. The Talent Garden website operates as a global "IT Bench" platform, enabling users to:
 - publish job offers,
 - publish information about seeking employment,
 - publish information about seeking a team,
 - recommend candidates,
 - participate in recruitment processes.
5. Using the Website constitutes acceptance of these Terms and Conditions.
6. If the User does not accept the Terms and Conditions, they are obliged to stop using the Website.

2. Definitions

For the purposes of these Terms and Conditions, the following definitions shall apply:

- Website – the Talent Garden online platform.
- User – a natural person or an entity using the Website.
- Account – an individual user profile enabling the use of the Website's functionalities.
- Job Post / Advertisement – content published by the user on the Website.
- Wallet – a functionality enabling the storage of funds on the user's account.
- Administrator – Business Line Support Piotr Sobczyk.



3. Types of Job Posts / Advertisements

The following types of posts/advertisements are available on the Website:

- „Seeking work”,
- „Seeking a team”,
- „Offering work”,
- „Recommending a candidate”.

The User independently decides on the type of advertisement to be published.

4. Registration and User Account

1. Browsing advertisements does not require registration or logging in.
2. Publishing advertisements, applying for advertisements, and responding to advertisements requires:
 - registering an account,
 - logging in to the Website.
3. Account registration is free of charge.
4. The User undertakes to provide data that corresponds to the facts.
5. The User is responsible for the security of the access data to their account.
6. The Administrator has the right to delete a user's account or restrict access to the Website in the event of:
 - violation of the Terms and Conditions,
 - violation of legal regulations,
 - publishing content that is unlawful or contrary to good customs,
 - activities that threaten the security of the Website.

5. User Profile

Within the account, the user has access to:

- purchasing advertisements,
- active advertisements,
- archived advertisements,
- wallet of funds,
- profile editing.



6. Publication of Advertisements

1. The publication of advertisements is a paid service.
2. Publishing an advertisement requires paying the appropriate fee in accordance with the current price list of the Website.
3. The User can:
 - edit active advertisements,
 - edit archived advertisements,
 - terminate the publication of an advertisement before its expiry period.
4. Terminated advertisements automatically go to the archive.
5. Republication of an archived advertisement requires a new fee.
6. The Administrator reserves the right to refuse publication or remove an advertisement that violates:
 - legal regulations,
 - third-party rights,
 - good customs,
 - provisions of these Terms and Conditions.

7. User Wallet and Funds

1. The User can top up their account with funds and use them to pay for services available on the Website.
2. The User may submit a request to withdraw funds at any time.
3. The withdrawal of funds is processed by the next business day from the moment of confirming the withdrawal request.
4. Funds covered by a withdrawal request are temporarily blocked and cannot be used for new payments.
5. The maximum balance of funds available on the user's account cannot exceed the equivalent of 1000 EUR.

8. Applications and Responses to Advertisements

1. Applications and responses to advertisements are forwarded directly to the advertiser.
2. Talent Garden does not participate in the process of information exchange between users, apart from providing the technical infrastructure of the Website.
3. A User publishing an advertisement on behalf of a company is obliged to include an information clause regarding personal data processing.
4. The information clause is automatically attached to published advertisements.



9. Discount Codes

1. Users can use discount codes provided by Talent Garden.
2. Information about discount codes may be shared:
 - via email,
 - through announcements on the Website,
 - through Talent Garden's social media.
3. The Administrator reserves the right to:
 - limit the validity period of the codes,
 - cancel the codes,
 - specify the conditions for their use.

10. User Responsibility

1. The User bears full responsibility for:
 - published content,
 - compliance of the published information with the law,
 - possessing the rights to the published materials.
2. It is forbidden to publish content that is:
 - unlawful,
 - offensive,
 - discriminatory,
 - misleading,
 - infringing on third-party rights.

11. Responsibility of the Administrator

1. Talent Garden makes every effort to ensure that the Website operates correctly, securely, and continuously.
2. The Administrator does not guarantee uninterrupted availability of the Website.
3. Talent Garden is not responsible for:
 - temporary unavailability of the Website,
 - loss of data resulting from force majeure,
 - actions of users,
 - the truthfulness of published advertisements,
 - the consequences of decisions made by users based on the content posted on the Website,
 - the operation of the Internet network and entities providing telecommunications services.
4. The use of the Website is at the sole risk of the User.



12. Copyright

1. Copyrights to the Website, its layout, functionalities, and graphic elements belong to Talent Garden or cooperating entities.
2. Content published by users remains the property of their authors.
3. The User grants Talent Garden a non-exclusive license to publish the content to the extent necessary for the functioning of the Website.

13. Complaints

1. Complaints regarding the functioning of the Website should be submitted electronically to the address: biuro@bls-group.pl
2. The complaint should include:
 - first and last name,
 - email address,
 - description of the problem.
3. Complaints are considered within 14 business days from the date of receipt of the notification.

14. External Links

The Website may contain links to third-party websites.

Talent Garden is not responsible for:

- the content found on those websites,
- the privacy policies of those websites,
- the security of using them.

15. Changes to the Terms and Conditions

1. The Administrator reserves the right to change the Terms and Conditions at any time.
2. Changes are effective from the moment the new version of the Terms and Conditions is published on the Website.
3. Continued use of the Website after the change of the Terms and Conditions constitutes acceptance of its new version.

16. Final Provisions

1. In matters not regulated by these Terms and Conditions, the provisions of Polish law shall apply.
2. Disputes arising from the use of the Website will be resolved by the court competent for the seat of the Administrator.
3. These Terms and Conditions are effective as of May 20, 2026.