

**Agency Policy – intY Ltd.**

**Agents and other consultancies:** please **DO NOT** send us **unsolicited CVs** (whether to our general-purpose careers email address or to individuals in intY Ltd.) and/or make unsolicited phone calls to any employees and/or contractors of intY Ltd. ("intY", "We", "Our", "Us").

If you or your company (collectively and individually "You", "Your") send US an unsolicited CV or other details (collectively and individually "the Information") of any individual (the "Candidate") this includes information obtained via an unsolicited phone call, You agree irrevocably that:

- You have unconditionally gifted Us the Information about that candidate without creating any form of obligation from Us to You;
- Supplying the Information to Us does not create any contract between You and Us;
- We may research and/or directly contact the Candidate without creating any contract between You and Us;
- We may engage the Candidate directly or through another company without creating any contract between You and Us and without any consideration due to You;
- WE are not responsible for any recruitment (or any other) fees related to unsolicited CVs and never implicitly agree terms of business connected to unsolicited CVs;
- You will not seek consideration of any sort from Us or any other party in respect of or arising from your supply to Us of the Information, or arising from our direct or indirect engagement of the Candidate;
- Submission of any unsolicited CV's and proposals to US will be deemed evidence of full and unlimited acceptance of this policy.

Thank you for your cooperation.

A handwritten signature in black ink, appearing to read 'K. Osłowska', written over a horizontal dotted line.

Kasia Osłowska  
Talent Acquisition Manager  
IntY Ltd.