

# TERMS OF USE

**Effective from:** 1 February 2026

**Platform:** freel.ee

**Operator:** Resellit OÜ (registry code 16983476)

**Address:** Väike-Patarei ¼-45, Tallinn, Estonia

**Email:** hello@freel.ee

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## 1. General Provisions

1.1. These Terms of Use (hereinafter the **Terms**) govern the use of the freel.ee web platform (hereinafter the **Platform**).

1.2. The Platform is a web-based environment for job and collaboration opportunities, enabling companies and individuals to publish job and project offers and allowing users to apply for such offers.

1.3. The Platform is not an employment agency, employer, recruiter, or a party to any contractual relationship between users. freel.ee does not participate in and is not responsible for the performance of agreements concluded between users.

1.4. By using the Platform, you confirm that you have read, understood, and agree to these Terms.

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## 2. Users

2.1. The Platform may be used by:

- natural persons who are at least 16 years of age;
- legal entities acting through their authorised representatives.

2.2. Users are responsible for ensuring that all information provided by them is accurate, complete, and up to date.

2.3. Each user may have only one user account on the Platform.

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## 3. Account Creation and Use

- 3.1. Certain functionalities of the Platform require the creation of a user account.
  - 3.2. The user is responsible for maintaining the confidentiality of their login credentials and for all activities carried out under their account.
  - 3.3. freel.ee has the right to temporarily suspend or permanently terminate a user account if the user violates these Terms or applicable laws.
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## 4. Services

4.1. The Platform enables:

- the publication of job and project offers;
- applying for job and project offers;
- communication between users.

4.2. freel.ee does not guarantee the number of applicants, successful job placement, or the success of any cooperation established through the Platform.

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## 5. Fees and Payments

5.1. Publishing job or project offers on the Platform may be subject to a fee.

5.2. Payments are processed by **Maksekeskus AS**. freel.ee does not process or store users' payment card or banking details.

5.3. freel.ee does not hold, mediate, or distribute payments between users and does not provide escrow or trust account services.

5.4. Detailed conditions regarding paid services are set out in the **Terms and Conditions of Sale**.

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## 6. User Obligations and Prohibited Activities

Users are prohibited from:

- submitting false, misleading, or unlawful content;
- infringing the rights of third parties;
- using the Platform for fraud, abuse, or spam;
- interfering with or disrupting the technical operation of the Platform.

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## **7. Liability**

7.1. freel.ee is not liable for disputes between users, the quality of work performed, non-payment, or other breaches of contractual obligations between users.

7.2. The Platform is provided on an “**as is**” basis.

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## **8. Processing of Personal Data**

8.1. Personal data is processed in accordance with the Platform’s **Privacy Policy**.

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## **9. Amendments to the Terms**

9.1. freel.ee reserves the right to amend these Terms at any time.

9.2. Amendments enter into force upon publication on the Platform.

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## **10. Governing Law and Disputes**

10.1. These Terms are governed by the laws of the Republic of Estonia.

10.2. Any disputes arising from these Terms shall be resolved in the **Harju County Court**.