



Immercial Limited – Terms of Sale

1. NON-EXCLUSIVE BASIS & HOURS OF WORK

Introduction to Clients and Third Parties

Immercial Limited offers all services on a **strict non-exclusive basis**. We reserve the right to engage in any commercial activities at our discretion, even if they overlap with services provided to other clients. We are under no obligation to notify any party of other commitments, though we will reasonably ensure there are no conflicts of interest.

Working Hours and Charges

We adopt a non-negotiable **48-hour working week** in line with UK working time regulations. While extended hours may occasionally be required, any time beyond 48 hours in a week will be chargeable at our standard rate.

2. OUR INFORMATION HELD TO MARKET

Intellectual Property and Recruitment

Our company profiles, CVs, and business documents are proprietary. Only **Immercial Limited** has the right to issue these materials to potential clients or partners. No agency or recruiter may introduce our employees without explicit permission from an Immercial Limited Director. Any personal data provided by a recruiter must clearly state its use, recipients, and storage duration.

3. RECRUITER and AGENCY EXCLUSIVITY

Any recruiter or agency that introduces Immercial Limited to a potential client or customer acknowledges that **Immercial Limited is the sole and exclusive issuer of its own profiles, CVs, and personal representations**. Recruiters may not claim to be the first introducer or point of contact for any Immercial employee or representative. **Any attempt to assert first-contact status for the purpose of claiming a fee or commission will be considered invalid**. Immercial Limited retains the right to directly engage with any client, free from the recruiter's claims to exclusive introduction.

4. DIRECT WORKING

Direct Engagement After Introduction

If a client, after being introduced by a third-party agency or recruiter, wishes to engage directly with Immercial Limited, we reserve the right to proceed without penalty. The recruiter will be notified in advance, and a 30-day notice period will apply before entering into any direct agreement.