



Oscar James Partners Ltd

Candidate Indemnity and Liability

1. **Indemnification by Candidate:** The Candidate agrees to indemnify and hold harmless the Recruiter against any claims, losses, damages, costs, or expenses, including legal fees, arising from or related to any act of misrepresentation, omission, or dishonesty committed by the Candidate in relation to the recruitment process. This includes, but is not limited to:
 - Providing false or misleading information regarding the Candidate's qualifications, experience, or personal details.
 - Withholding relevant information that may affect the decision of the Client to engage the Candidate.
 - Breaching the terms of any offer made by the Client to the Candidate, or any agreement entered into between the Candidate and the Client.
2. **Loss of Recruitment Fee:** If the Recruiter suffers any financial loss, including the non-payment of a recruitment fee by the Client, due to the Candidate's

actions (including misrepresentation, breach of contract, or failure to honour the terms of employment with the Client), the Candidate agrees to reimburse the Recruiter for any such loss. This includes but is not limited to:

- Any recruitment fee the Recruiter would otherwise be entitled to receive from the Client for the placement of the Candidate, in the event that the Candidate's actions result in the Client refusing to pay the fee or terminating the engagement with the Candidate.
3. **Breach of Terms:** In the event that the Candidate's actions, whether before or after placement, result in the Recruiter not receiving the agreed recruitment fee from the Client, the Candidate shall be deemed to have breached the terms of this Agreement. The Candidate will be liable to pay the Recruiter an amount equal to the loss suffered, including the full amount of the recruitment fee and any additional costs or expenses incurred by the Recruiter in pursuing the matter.
 4. **Prompt Notification:** The Candidate agrees to notify the Recruiter promptly of any circumstances, misrepresentations, or events that may affect the recruitment process, the Candidate's eligibility for the position, or any contract with the Client.