

Revolut GlobalHire Terms and Conditions

1. Important Information

These terms and conditions (the "**Terms**") along with our [Pricing and Payment terms](#) and the [Revolut Business Terms](#) form the legal agreement between you, the **business** using the Revolut GlobalHire platform ("**GlobalHire**") and us, Revolut Ltd ("**Revolut**") when you request to hire a specialist service provider ("**Consultant**").

If you are a Consultant using GlobalHire to manage your details, different terms will apply (available [here](#)).

The services offered by GlobalHire are not regulated by the Financial Conduct Authority ("**FCA**") or similar regulators in Europe. Any complaints are unlikely to fall within the scope of the jurisdiction of the Financial Ombudsman Service ("**FOS**"). If you are a Revolut Business customer and you choose to make payments for GlobalHire through a payment account held with your Revolut Group entity, only the payment service provided by your Revolut Group entity is regulated. Your rights and obligations for the payment service are set out in the [Revolut Business Terms](#).

2. What is Revolut GlobalHire?

GlobalHire is a software platform offered by Revolut enabling businesses to hire and manage a global workforce through an employer of record (the "**EoR**").

Revolut's role is limited to:

- providing the GlobalHire platform, enabling the delivery of the EoR's services and maintaining records of the engagement between you and the Consultant, and
- conducting initial identity verification checks on the Consultant.

The EoR will provide with the following services:

- onboarding Consultants in compliance with the hiring country's local employment laws (e.g. verifying a Consultant's right to work),
- issuing locally compliant employment contracts, and

- managing payroll, withholding and remitting taxes, and administering statutory and voluntary benefits.

3. Who is the legal employer?

The EoR is the legal employer of the Consultant and is responsible for ensuring all human resource and employment responsibilities are fulfilled. You have no contractual relationship with the EoR. Revolut manages the relationship with the EoR, acting as your single point of contact for GlobalHire.

Consultants can only provide services to you after they are formally onboarded and their employment agreement has been executed by the EoR. If you allow a Consultant to provide their services before this, you assume full responsibility for any liabilities arising as a result of early engagement.

You are responsible for ensuring your use of GlobalHire is not restricted or prohibited by the laws in your country.

4. Conditions for signing up to Revolut GlobalHire

Criteria	Requirement
Who can sign up to GlobalHire	You must be an incorporated company and have a Revolut Business account.
Who cannot sign up to GlobalHire	You are not eligible if you are: • a charity, political or religious organisation; • a trust, SPV, foundation, or non-profit; • engaged in prohibited business activities (see below); • a shell or offshore company without real economic activity in its place of registration; • a company with bearer share ownership; • based in or connected to a sanctioned country, individual, or activity; or • insolvent, being wound up, or facing similar proceedings.
List of prohibited business activities	The following business activities are prohibited:

Criteria	Requirement
	• dating, escort, pornographic or other adult entertainment; • cannabinoids-related products or services; • weapons, arms or military activities; • trading in antiques, precious metals, stones or art; • operating as an auction house, pawnbroker, or similar; • sale or distribution of counterfeit consumer products; • chemicals and related products; • operating video-game arcades; • binary options or gambling; • debt collection; • certain regulated or unregulated financial services or instruments; • consulate, diplomatic or embassy services; • holding or managing client funds and pension schemes. • crowdfunding platforms; • streaming companies; • multi-level marketing schemes; • infringement of intellectual property or proprietary rights; or • any other business activity which, in our sole discretion, involves quasi cash transactions or is outside our risk appetite or the EoR's risk appetite. This list is not exhaustive and may be updated to reflect regulatory changes, changes in our or the EoR's risk appetite or risk considerations. Even if we agree to provide you with access to GlobalHire and our services, we may, in our sole discretion, restrict the services available to you if providing these is outside our risk appetite or that of the EoR.
Authority to act	The person signing up to GlobalHire on your behalf agrees that they: • have full authority to enter into this agreement on behalf of the business, and

Criteria	Requirement
	will provide all necessary information to us during the onboarding process to verify the business. We may also share these details with the EoR if requested. This person can also authorise other people to act on behalf of the business (the "Authorised Users").

If the nature of your business, or any information provided during the sign-up process changes, you must update your business details on GlobalHire. We may also need to ask you for more information to be able to continue providing services to you.

5. Your responsibilities when using GlobalHire

a. Hiring process - Onboarding Consultants

Before we can onboard a Consultant, we will conduct initial identity verification checks based on information they provide to us. Your Consultant's access to GlobalHire depends on successful verification.

As Revolut is not a party to the employment contract with the Consultant, we will share the Consultant's details with the EoR. The EoR may also conduct further checks on the Consultant and request additional information. You agree to cooperate with this process where necessary.

Advance Fee

When requesting to hire a Consultant via GlobalHire, we may require you to pay a lump sum in advance (the "**Advance Fee**"). We may be unable to provide you with the GlobalHire services if you don't pay the Advance Fee to us.

This Advance Fee is a prepayment of the future fees you will owe us for your use of the platform and the Consultant's engagement as those are set out in the [Pricing and Payment terms](#). If you use GlobalHire to onboard multiple Consultants, we may request more than one Advance Fee to be paid to us.

Once we receive the Advance Fee, we acquire full ownership of it which can be used for general business purposes. Advance Fees do not constitute e-money, client money

or safeguarded funds and they are not held on trust.

If you decide to terminate a Consultant, we will determine the final fees and costs due to us as per our [Pricing and Payment terms](#). We will then pay you an amount equal to any unapplied portion of the Advance Fee within 30 days.

b. Managing the engagement with the Consultant

Consultant management and scope of work

You are responsible for defining and overseeing the Consultant's role, responsibilities, and working arrangements subject to the following requirements:

- You must not assign any duties that may conflict with the Consultant's employment agreement with the EoR. Any changes in the Consultant's role, scope of work or salary must be submitted for approval by the EoR on GlobalHire.
- You must provide the Consultant with a safe and lawful work environment, and ensure that each Consultant is treated fairly, in line with how you treat your own employees. You are also responsible for obtaining and maintaining any insurance policies or licences required for your business and for the Consultant's engagement.

Sub-leasing and indirect employment arrangements

You must not sublease, assign, or otherwise make the Consultant perform services for a third party. This includes any form of indirect employment or lending the Consultant to another entity or business. You are responsible for any claims arising from a breach of this obligation.

On-site work notification

You must request approval on GlobalHire before the Consultant carries out any work on-site (e.g., at your premises or a client location). The EoR may reject the request at their sole discretion, or make their approval subject to further conditions. You may be held responsible for any claims or liabilities arising from or connected to any on-site work that the Consultant undertakes.

Changes affecting service

You must notify us as soon as possible of any material developments that may affect, the employment relationship between the EoR and the Consultant, or the services provided by the Consultant. This includes any performance issues, disciplinary actions, legal claims, workplace incidents or changes in the Consultant's role or location.

Disclosure of local entity and Permanent Establishment Responsibility

You must notify us if your business has a legal entity in the country where the Consultant will perform the services, either before the Consultant's engagement begins or as soon as you become aware. The EoR may reject your request or terminate an ongoing engagement with a Consultant in a country where you have a legal entity.

This is because your business may be deemed to have a taxable presence (a **"Permanent Establishment"**) in the hiring country. You may incur a tax liability as a result. You are responsible for assessing and managing your company operations which could affect the Permanent Establishment assessment (e.g., your corporate structure, tax affairs, hiring choices, and the nature of services and projects you assign to Consultants).

If you fail to disclose the presence of a local entity, you are solely responsible for any liabilities resulting from local tax authorities determining that your business activities constitute a Permanent Establishment. You will also be liable for any costs associated with the early termination of a Consultant's engagement if our EoR determines that continued employment of the Consultant is outside their risk appetite.

Payments and benefits

You must pay all GlobalHire service fees, including amounts covering salary, benefits, and administrative costs, directly to Revolut. These payments are made for the delivery of the GlobalHire services. Our EoR will make any payments they owe to the Consultant directly in accordance with the Employment Agreement. You must not make payments or offer additional benefits directly to a Consultant unless agreed with us in writing.

c. Terminating Consultants

If you decide you no longer need the Consultant's services, you must notify us via GlobalHire.

In certain jurisdictions, offboarding or terminating a Consultant can be complex, requiring specific procedures to be followed before offboarding can take place. You agree to cooperate with us and our EoR to execute a timely and lawful termination process. We will commence onboarding once we are satisfied that all necessary procedures have been followed.

Your business is solely responsible for covering all costs related to termination ("**Termination Costs**"). Termination Costs can vary by country and can include, but are not limited to:

1. any notice pay required by local law,
2. severance or termination payments,
3. any benefits that need to be paid out such as accrued but unused leave pay, outstanding wages, bonuses, commissions, reimbursable expenses or amounts owed under a settlement agreement, and
4. legal or administrative fees related to the termination.

We may suspend or terminate your access to GlobalHire if you do not pay the Termination Costs. We may also recover any unpaid Termination Costs by:

- withholding the relevant amount from the Advance Fee,
- working with the Revolut Group entity offering your payment account to exercise the right of set-off as set out in the [Business Terms](#),
- instructing a debt collection agency, or
- issuing legal proceedings.

6. Applicable fees and payment methods

The costs applicable to the services are outlined in our Pricing and Payment Terms (available [here](#)).

7. Are we responsible if something goes wrong with your use of Revolut GlobalHire?

We won't be liable for any direct or indirect loss or damage that you suffer as a result of something that is outside our control, or circumstances that are unavoidable despite us taking reasonable care. For example, failures of a third party, legal or regulatory intervention or hardware or software issues. This includes liability for any claims brought by a regulatory body in relation to your use of GlobalHire, including any investigation or enforcement action relating to your treatment of Consultants, your business operations in a Consultant's country of work, or the classification of a Consultant under employment law.

If we break these Terms, we will only be responsible for any loss that we could have foreseen at the time we entered into these Terms. We will not be liable for any indirect loss you suffer arising in relation to your use of GlobalHire, for example, loss of opportunity, loss of business or loss of profit.

Except when the law states otherwise, we also won't be liable for any loss you suffer as a direct or indirect result of the following:

- the actions of any Authorised User acting in line with these Terms and within any restrictions you have set,
- you giving us incorrect or incomplete information,
- any delays in or disruptions to our services, or
- information or services provided by the EoR.

8. When you might be responsible for our losses

You may be responsible to us for certain losses

If you have broken these Terms, and this has caused us to suffer a loss, the following will apply:

- you will be responsible for any losses we suffer as a result of your action (we will try to keep the losses to a minimum),
- if your actions result in us losing profits, you may also be responsible for those losses, unless this would mean that we are compensated twice for the same loss, and
- you will be responsible for any reasonable legal costs that arise as a result of our losses.
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This includes any claims by our EoR or any third party against Revolut in relation to your use of GlobalHire.

9. Data Protection

We process Authorised Users' personal data to operate the GlobalHire platform and provide you with our services. For more details on how we collect, use, store, and share yours and your Authorised Users' personal data, please refer to the [GlobalHire Privacy Notice](#).

The processing of personal data of Consultants pursuant to this Agreement shall be governed by Annex A.

10. Intellectual Property

Revolut's Intellectual Property

Revolut GlobalHire, including the platform, services, content and all related features, functionalities, and APIs, is and will remain the exclusive property of Revolut and its licensors.

Except for the limited rights expressly granted to you under these Terms, Revolut does not grant you any right, title, or interest in or to any Revolut trademarks, trade secrets, patents, brand names, copyrights, distinctive brand features, logos, domain names or any other Revolut intellectual property ("**Revolut Property**"). You may not use Revolut Property without our prior written consent, including the making of any publication or communication using Revolut Property.

Unless we've clearly said otherwise, you must not copy, adapt, reproduce, republish, modify, download, transmit, or use any part of GlobalHire or its content for any purpose other than as allowed under these Terms.

Your Intellectual Property

To the extent permitted by applicable law and subject to receipt of valid title from the EoR, Revolut assigns to you all rights, title, and interest in and to any and all

Intellectual Property rights created or developed by the Consultant in the course of providing services to you using GlobalHire ("**Intellectual Property Assignment**").

Intellectual Property rights means all patents, utility models, rights to inventions, copyright and neighbouring and related rights, moral rights, trademarks and service marks, business names and domain names, rights in get-up and trade dress, goodwill and the right to sue for passing off or unfair competition, rights in designs, rights in computer software, database rights, rights to use, and protect the confidentiality of, information (including know-how and trade secrets), and all other intellectual property rights, in each case whether registered or unregistered, and including all applications and rights to apply for and be granted, renewals or extensions of, and rights to claim priority from, such rights and all similar or equivalent rights or forms of protection which subsist, or will subsist now or in the future, in any part of the world.

Pursuant to our agreement with the EoR, the EoR shall ensure that the Consultant executes an Intellectual Property Assignment in favour of Revolut.

Where additional formalities, registrations, or other actions are required under applicable law to perfect or give full legal effect to any assignment of the Intellectual Property rights ("**Additional Requirements**"), Revolut will assist you with these Additional Requirements at your request and expense.

You agree to indemnify and hold Revolut harmless from and against any claims arising from the infringement or misappropriation of third-party Intellectual Property Rights by you or the Consultant.

11. Complaints

You can raise any complaints or feedback relating to your experience with GlobalHire through the **Help & Support** section of GlobalHire, or email our support team at support-globalhire@revolut.com. You can access Revolut's complaints policy [here](#).

We are only responsible for any complaints regarding the GlobalHire services. If the complaint relates to the EoR's services, we will facilitate a communication channel between you and the EoR and pass the complaint on to the EoR for resolution.

12. How do I stop using Revolut GlobalHire?

To stop using GlobalHire, email us at support-globalhire@revolut.com. You'll need to offboard any active Consultants and make sure all outstanding fees, including any termination charges, have been paid. Once that's done, we'll confirm your access to GlobalHire has been terminated.

13. Legal bits and pieces

Subject	Clause
Company and regulatory information	Revolut Ltd is registered in England & Wales under the company number 08804411 at 30 South Colonnade, London E14 5HX, United Kingdom.
Governing law	The laws of England and Wales apply to this agreement.
Amendments	We reserve the right to amend these Terms at any time, such changes will apply to GlobalHire purchased after that date. We will generally give you 30 days' prior notice before we make any changes. In some instances, if the change will be beneficial or have no negative impact, we may make the change immediately and let you know afterwards.
Disputes	The courts of England and Wales have jurisdiction over any disputes between us. Revolut is not liable for any disputes or claims that may occur between you and the EoR.
Enforcement costs	We can charge you, where relevant, with our reasonable costs of enforcing the Terms. These costs can include costs in tracing you, collection agency costs and legal costs. These costs are due and payable immediately.
Our right to transfer	We may transfer and/or assign our rights and/or obligations under this agreement if we reasonably believe that this won't have a significant effect on your rights under this agreement or if we're required to do so under law. You cannot do this.
Our right to enforce these terms	If you have broken any terms of this agreement and we don't exercise our rights immediately, we reserve the right to exercise our rights at a later date.
These terms are severable	If something in these Terms is held to be unlawful, the rest of these Terms will still apply.

Subject	Clause
Third parties do not have rights	Third parties do not have rights under these Terms under the Contracts (Rights of Third Parties) Act 1999.
Survival	The following provisions of these Terms will continue to stay in force on or after the termination of your access to the services and shall remain in full force and effect: • 7 (Are we responsible if something goes wrong with your use of Revolut GlobalHire?) • 9 (Data protection)

Annex A

DATA SHARING AND PROCESSING CLAUSES

Our provision of the services under these Terms results in the sharing of Consultants' personal data between the Parties as follows:

- You provide us with the Consultant's details as necessary to onboard them onto the GlobalHire platform in line with Section 4.I of these Terms;
- We make the Consultant's information available to you via the GlobalHire platform, as set out in more detail below.

This Annex regulates the roles and responsibilities of the parties when processing personal data relating to Consultants

1. Definitions

"Agreed Purpose(s)" means as set out in Appendix 1.

"Data Protection Laws" means any applicable law relating to the protection of personal data and privacy, including (i) in the United Kingdom, the Data Protection Act 2018, the UK GDPR and the Privacy and Electronic Communications (EC Directive) Regulations 2003 (as amended); and (ii) in the European Union, the General Data Protection Regulation ((EU) 2016/679)) ("**GDPR**"), Directive 2002/58/EC (as amended)

and any applicable Member State laws, regulations or secondary laws implementing the same.

"Personal Data" means the personal data shared and processed by the parties' pursuant to this Agreement, as set out in more detail in Appendix 1.

"Third Party Personal Data" means any personal data belonging to the your own clients, customers, or other third parties, which is processed by Consultant

"UK GDPR" has the meaning given to it in section 3(10) (as supplemented by section 205(4)) of the Data Protection Act 2018.

The terms **"data controller"**, **"data processor"**, **"data subject"**, **"personal data"**, **"personal data breach"** and **"process"** have the meanings given to them in the Data Protection Laws. Capitalized terms used herein but not otherwise defined in this Annex shall have the meanings ascribed to them in the Terms.

2. General Data Protection Clauses

2.1 Parties will share personal data to these Terms for the Agreed Purpose(s) acting under the following roles:

- We are acting as data processor on the EoR's and on your behalf in relation to personal data and processing activities set out in Appendix 1, Part A. The provisions set out in Part A (Data Processing Clauses) of this Annex apply to such processing.
- You are acting as an independent data controller when sharing Consultants' details necessary to onboard Consultants onto the GlobalHire platform and we are acting as an independent data controller when receiving it. The provisions set out in Part B (Data Sharing Clauses) of this Annex apply to such processing.

2.2 You acknowledge and agree that we can only share certain details regarding Consultants (namely, the Consultant's payroll and tax data, personal information relating to criminal records and ongoing criminal procedures (when applicable) and health-related information (when applicable)) where such sharing has been authorised by the Consultant.

2.3 You acknowledge and agree that when utilising Consultants for data processing activities involving Third Party Personal Data:

- you shall ensure that Consultants are granted only limited authority by the Client concerning the processing of Third Party Personal Data;
- you are solely responsible for ensuring that your instructions to the Consultants comply with Data Protection Laws and that such instructions will not cause the Consultants to violate Data Protection Laws;
- you are solely responsible for implementing and maintaining appropriate technical and organizational measures to ensure the security of Third Party Personal Data;
- EOR is not acting as a Processor of Third Party Personal Data under Data Protection Laws. The EOR's role is strictly limited to facilitating the engagement of Consultants, and it does not involve any direct processing, control, or determination of the purposes and means of processing Third Party Personal Data. Due to the EOR having no direct role in processing Third Party Personal Data, the EOR has no obligation (and no means by which) to notify you if any instructions violate Data Protection Laws.

3. Part A: Data Processing Clauses

3.1 The parties acknowledge that for the purposes of the Data Protection Laws and this Part A, we are the data processor and you are the data controller in respect of the Personal Data.

3.2 Each party will comply fully with Data Protection Laws when performing its obligations under this Part A.

3.3 Appendix 1, Part A (Data Processing Information) describes the subject matter, duration, nature and purpose of the processing, as well as the data subjects and personal data categories which we will process on your behalf.

3.4 When processing Personal Data on your behalf under this Part A, we will:

- only process the Personal Data on your written instructions as set out in this Part A, unless we are required by applicable laws to otherwise process the Personal Data; in which case, we will, to the extent permitted by the relevant law, notify you of this requirement before performing the processing;

- notify you without undue delay if we consider that any of your instructions conflict with Data Protection Laws;
- implement appropriate technical and organisational measures to protect against the unauthorised or unlawful processing of the Personal Data and against accidental loss or destruction of, or damage to, the Personal Data;
- ensure that all personnel who have access to and/or process the Customer Personal Data are obliged to keep the Customer Personal Data confidential;
- assist you in responding to any request from a data subject and in ensuring compliance with your obligations under Applicable Data Protection Laws with respect to breach notifications, impact assessments and consultations with any data protection supervisory authority or regulators;
- notify you without undue delay and, in any event, within 72 hours after becoming aware of a personal data breach affecting the Personal Data, and provide you with such assistance as you may reasonably require to comply with your obligations in respect of such personal data breach under Applicable Data Protection Laws;
- at the written direction of you, either delete or return the Personal Data and copies thereof to you on termination of this Part A;
- maintain complete and accurate records of processing and information to demonstrate our compliance with this Clause and provide you with a copy of such information upon request. In the event you do not consider the information provided to be sufficient to determine our compliance with our obligations under this Clause, we will allow you or your designated auditor (provided such auditor is not a competitor of us) to conduct audits of our facilities, provided that: (a) you must give at least 30 days' prior written notice of any such audit; (b) any audit shall be conducted during normal business hours and you shall minimise the disruption caused by the audit to the greatest extent possible; (c) you shall bear the costs involved in the audit; and (d) you shall only be permitted to carry out an audit once per calendar year.

3.5 You grant us general authorisation to appoint third parties to process Personal Data on your behalf (each being a **"Sub-Processor"**). If we wish to appoint or change any Sub-Processor, we will notify you in advance, thereby giving you a reasonable opportunity to object to such appointment or change. For the avoidance of doubt, you consent to us appointing the Sub-Processor(s) listed in the Data Processing Information table below as from the date of this Part A.

3.6 In respect of each Sub-Processor, we will:

- enter into a written agreement incorporating terms which are substantially similar to those set out in this Clause; and
- remain liable to you for all acts or omissions of the Sub-Processor.

4. Part B: Data Sharing Clauses

4.1 Appendix 1, Part B (Data Sharing Information) describes the Agreed Purpose of the processing, as well as the data subjects and personal data categories which you will share with us.

4.2 Each party will comply fully with Data Protection Laws when performing its obligations under this Agreement, namely:

- only process the shared Personal Data for the Agreed Purpose;
- ensure it has a valid lawful basis for processing the shared Personal Data for the Agreed Purposes and provide all necessary notices as required by Data Protection Laws to allow it to process the shared Personal Data for the Agreed Purpose;
- implement appropriate technical and organisational measures to protect the Shared Personal Data against accidental or unlawful destruction or accidental loss, damage, alteration, unauthorised disclosure or access;
- only retain the shared Personal Data for as long as necessary to achieve the Agreed Purpose unless it is otherwise required to retain the Shared Personal Data to comply with its obligations under applicable laws, in which case it will delete the shared Personal Data upon expiry of this period.

Appendix 1

Part A: Data Processing Information

Subject	Detail
Subject matter	To enable you to comply with applicable laws and to monitor and manage relationships with Consultants.

Subject	Detail
Shared Personal Data and Data Subjects	Personal data processed by us on your behalf include: • Copy of employment contract; • When sharing is enabled by the Consultant: • payroll and tax data, • Personal information relating to criminal records and ongoing criminal procedures • Health-related information that refers to illness or injury, sick leaves, medical certificates or documentation substantiating the need for absence, disabilities, infirmity, accidents, expositions to risk factors, physical and mental fitness to perform specific tasks. Data subjects in scope for above data sharing are Consultants.
Processing activities	Displaying the data on GlobalHire platform
Duration of Processing	Term of the Terms
Approved Sub-Processors	Google Cloud, providing data hosting services in UK and EU

Part B: Data Sharing information

Subject	Detail
Agreed Purpose	To enable provision of the Services under these Terms, namely by onboarding Consultants
Shared Personal Data and Data Subjects	Personal data shared by you with us is identified in Section 4.I of these Terms. Data subjects in scope for above data sharing are Consultants.