*The Revolut GlobalHire Terms and Conditions were updated on **1 October 2026.** If you opened your Revolut GlobalHire account on or after **1 October 2026**, this version applies to you. If you opened your Revolut GlobalHire account before **1 October 2026**, these terms (click here) will apply to you until **31 October 2026**.*

Revolut GlobalHire Terms and Conditions

1. Important Information

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

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

The platform offered by Revolut GlobalHire is 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 Revolut 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?

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

Revolut's role is limited to providing the Revolut GlobalHire platform, facilitating the delivery of the EoR's services (as described below), and maintaining records of the

engagement between you and each individual Consultant. Revolut manages the relationship with the EoR, acting as your single point of contact for Revolut GlobalHire.

For each Consultant, the EoR will provide the following services:

- onboarding and offboarding Consultants in compliance with the hiring country's local employment laws (e.g. verifying a Consultant's right to work),
- issuing locally compliant employment agreements,
- managing payroll, withholding and remitting taxes, and administering statutory and voluntary benefits, and
- managing visa and work authorisation requirements (where required).

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.

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.

Unless otherwise agreed by the EoR, Consultants perform unlicensed, consultancy services for the benefit of your business.

You are responsible for ensuring your use of Revolut 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 Revolut GlobalHire	You must be an incorporated company. Unless otherwise approved by Revolut, you must have a Revolut Business account.
Who cannot sign up to Revolut GlobalHire	You are not eligible if you are: • a charity, political or religious organisation;

Criteria	Requirement
	• 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: • as listed under "Prohibited business activities" in the Revolut Bank UK Ltd Business Terms (as updated from time to time); • multi-level marketing schemes; • infringement of intellectual property, including proprietary rights and copyright; • any business activity related to products and services which are not legal in the jurisdiction they are being offered in; or • any other business activity which, in our sole discretion, 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 Revolut GlobalHire and the EoR's services, we may, in our sole discretion, restrict your access to Revolut GlobalHire and the services of the EoR available to you if providing these is outside our risk appetite or that of the EoR.
List of Roles that are prohibited or require Enhanced Due Diligence	The following roles are prohibited or require Enhanced Due Diligence to determine whether an engagement can be supported: • C-Suite positions or equivalent; • non-home based and on-site roles; • roles where the Consultant is engaged in licensed activities, including but not limited to, medical professionals (e.g., doctors, nurses, lawyers, accountants, chartered financial advisors, investment

Criteria	Requirement
	traders, real estate brokers, land surveyors, land appraisers, cosmetologists, architects, health care providers (inclusive of telehealth providers), construction workers, and electricians; • roles where the nature of the work subjects the EoR to comply with a regulatory body overseeing a Consultant's work in their profession; • roles supporting fortune telling, magical, astrological or spiritual products or services; and • roles inciting violence, hatred, racism which are considered obscene. You must not engage a Consultant through Revolut GlobalHire in such a role, unless specifically exempted by the EoR as part of its Enhanced Due Diligence process. 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.
Supporting Government customers	You must: • notify Revolut if you support, directly or indirectly, a governmental customer; and • make it clear to the government customer that neither Revolut nor the EoR is not a vendor or subcontractor to the governmental body. Where a governmental customer is a government or any department, agency, or instrumentality thereof, or a state-owned or state-controlled enterprise, or a public international organization.
Where Revolut GlobalHire cannot be provided	Without prior approval of the EoR, you are not eligible to engage a Consultant (via Revolut GlobalHire) in any jurisdiction where you have a local entity. Revolut GlobalHire is not available in sanctioned jurisdictions or jurisdictions controlled by sanctioned regimes.
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**").

Know Your Customer checks
If the nature of your business, or any information provided during the sign-up process changes, you must update your business details on Revolut GlobalHire. We may also need to ask you for more information to be able to continue providing Revolut GlobalHire to you. This information may be shared with the EoR for the purpose of their Know Your Customer checks and to check compliance with these Terms.

5. Your responsibilities when using Revolut GlobalHire

a. Hiring process - Onboarding Consultants

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

As Revolut is not a party to the employment agreement 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 engage a Consultant via Revolut GlobalHire, we may require you to pay a lump sum in advance (the "**Advance Fee**"). We may be unable to provide you with access to the Revolut GlobalHire 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 Revolut GlobalHire: Pricing & Payment Terms. If you use Revolut 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.

As set out at Clause 5.d (Recovery of unpaid costs and fees), if you do not pay any due and payable costs and fees, we may withhold the relevant amount from the Advance Fee. If this occurs, we may require you to replenish the Advance Fee, as well as paying the due and payable costs and fees. If you do not replenish the Advance Fee upon request, this will be treated as a due and payable cost and fee, and dealt with in accordance with Clause 5.d (Recovery of unpaid costs and fees) below.

If you decide to terminate a Consultant, we will determine the final costs and fees due to us as per our Revolut GlobalHire: Pricing & 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 provide a defined scope and additional information as reasonably required for proper execution of the services by the Consultant.
- 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 Revolut 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

Without prior approval of the EoR, 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.

Non-home based & On-site work notification

You must request approval from the EoR:

- for any non-home or on-site based Consultants (whose primary place of work is outside of their home or at a location directed by you), and
- before the Consultant carries out any non-home based or on-site work (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 need to pay an additional fee as per our Revolut GlobalHire: Pricing & Payment Terms. You may be held responsible for any claims or liabilities arising from or connected to any on-site work that the Consultant undertakes.

Material changes

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. The termination and offboarding of the Consultant in this manner will not change any of the responsibilities, liabilities or indemnities set out in these Terms, including Termination Costs.

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 the EoR determines that continued employment of the Consultant is outside their risk appetite.

Whether or not you have a local entity, you acknowledge and accept the risk of having a permanent establishment in any jurisdiction arising from the activities of a Consultant engaged through Revolut GlobalHire. You indemnify Revolut and the EoR for any and all claims, losses, damages, liabilities, costs and expenses (including reasonable attorneys' fees) arising out of or relating to the creation of such a permanent establishment for you.

Upon request, at their discretion, the EoR may provide written guidance on the potential risks of Permanent Establishment creation and the steps that can be taken to mitigate such risks.

Payments and benefits

You must pay all Revolut GlobalHire costs and fees directly to Revolut. These payments are made for the delivery of Revolut GlobalHire.

The 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 the Consultant decides to end the engagement, the Consultant or you must notify us. If you decide you no longer need the Consultant's services, you must give us thirty (30) days notice.

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 the EoR to execute a timely and lawful termination process. We will commence offboarding once we are satisfied that all necessary procedures have been followed.

Your business is solely responsible for covering all costs related to termination (the "**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.

d. Recovery of unpaid costs and fees

We may suspend or terminate your access to Revolut GlobalHire if you do not pay the Termination Costs, or any other due and payable costs and fees. We may also recover any unpaid Termination Costs, or any other due and payable costs and fees 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.

If you do not pay any due and payable costs and fees, we may, after giving reasonable notice, partially or fully suspend your access to Revolut GlobalHire.

If you do not pay any due and payable costs and fees, we may, after giving reasonable notice, treat this as your notice that you no longer need the Consultant's services (under Clause 5.c (Terminating Consultants)) and instruct the EoR on your behalf to terminate and offboard the Consultant in a timely and lawful manner. The termination and offboarding of the Consultant in this manner will not change any of the responsibilities, liabilities or indemnities set out in these Terms, including Termination Costs.

e. Timely assistance and cooperation

You must provide timely and reasonable assistance required for Revolut to provide Revolut GlobalHire to you, including timely responses to questions from Revolut and your review and execution of certain documents.

For example, you must:

- cooperate fully with us and the EoR in addressing and resolving any compliance-related inquiries or audits, providing documentation or information as required by any governmental or regulatory authorities;
- assist us and the EoR in defending any legal proceedings arising out of or relating to Revolut GlobalHire, the EoR's services or Consultants, including providing testimony, documents, and other information as reasonably requested by us or the EoR; and
- respond in a timely manner on request by us or the EoR.

6. Applicable fees and payment methods

The costs and fees applicable to Revolut GlobalHire are outlined in our Revolut GlobalHire: Pricing & Payment Terms.

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

Nothing in these Terms limits or excludes our liability for: (a) death or personal injury caused by our negligence; (b) fraud or fraudulent misrepresentation; or (c) any other liability that cannot be limited or excluded by law.

We won't be liable for any direct or indirect loss or damage you suffer as a result of something that is outside our control, or circumstances that are unavoidable despite us taking reasonable care, or that arises as a direct or indirect result of any of the following:

- failures of a third party, legal or regulatory intervention, or hardware or software issues;
- the actions of any Authorised User acting in line with these Terms and within any restrictions you have set;
- the accuracy, completeness, quality or performance of any information or services provided by the EoR; or
- any claim, investigation or enforcement action brought by a regulatory body in relation to your use of Revolut GlobalHire, including in relation to your treatment of Consultants or your business operations in a Consultant's country of work.

We provide Revolut GlobalHire without any service levels, and do not promise that it will be uninterrupted, timely, secure or error-free, or will be available at any particular level of performance or uptime.

You are responsible for directing and managing each Consultant's work and for your use of it. We do not accept responsibility for the acts, omissions, performance or quality of work of any Consultant, and we will have no liability for any loss to the extent that it results from any act or omission of a Consultant.

You are responsible for the accuracy and completeness of all information you provide about each engagement, including the role, duties, location and working arrangements (in addition to your responsibilities under Clause 5 (Your responsibilities when using Revolut GlobalHire)). We will have no liability for any worker classification, co-employment, tax or employment-status determination, or any resulting claim, to the extent that it arises from or is contributed to by information you provide or by your direction or control of a Consultant.

We have no control over how you use Revolut GlobalHire, and we are not responsible for your use of it.

If we breach these Terms, we will only be responsible for any direct loss that we could have foreseen at the time we entered into these Terms, and we will not be liable to you for any indirect or consequential loss or damage arising under or in connection with these Terms, whether in contract, tort (including negligence), breach of statutory duty or otherwise. In addition, we will not be liable for any of the following, whether direct or indirect: loss of profits, revenue or anticipated savings; loss of business, contracts or opportunity; loss of goodwill or reputation; loss or corruption of data; or any liability you have to a third party (including any Consultant, tax or regulatory authority, or your own customers).

Subject to the liabilities we cannot limit or exclude above, our total liability to you for all loss or damage arising under or in connection with these Terms in any twelve (12) month period, whether in contract, tort (including negligence), breach of statutory duty or otherwise, will not exceed the lesser of £100,000 GBP or the total fees paid or payable by you under these Terms in the twelve (12) months before the event giving rise to the claim, less any Employment Costs and Termination Costs included in those fees.

You must take reasonable steps to mitigate any loss you suffer. We will have no liability in respect of any claim unless you give us written notice of the claim within twenty-four (24) months of becoming aware of the circumstances giving rise to it, and proceedings in respect of the claim are commenced within twelve (12) months after you give us that notice.

Notwithstanding the exclusion of third-party liabilities above, and subject to the overall limit on our total liability set out above, we will be responsible for any claim made against you that your use of Revolut GlobalHire infringes a third party's intellectual property rights, and we will cover the reasonable losses, damages and costs you incur as a result of such a claim. If an Intellectual Property claim prevents or is likely to prevent you from using Revolut GlobalHire, Revolut GlobalHire will either get the right for you to continue using Revolut GlobalHire or remove, replace or modify the relevant aspect of Revolut GlobalHire with a non-infringing functionality. Our responsibility under this paragraph applies only if you: (a) notify us in writing promptly of any claim; (b) do not admit liability or settle without our prior written consent; and (c) give us conduct of the defence and settlement of the claim and reasonable cooperation (at our expense). This paragraph does not apply, and we will have no responsibility or liability, to the extent the claim arises from:

- your use of Revolut GlobalHire in a way that does not comply with these Terms or with applicable law;
- your use of Revolut GlobalHire in combination with any products or services that we have not provided or approved; or
- any modification of Revolut GlobalHire that we have not approved.

To the extent allowed by law, this Clause 7 (Are we responsible if something goes wrong with your use of Revolut GlobalHire?) states your only remedy regarding an Intellectual Property claim against you.

8. When you might be responsible for our losses

You may be responsible to us for certain losses

In this Clause, "**Indemnified Losses**" means all losses, liabilities, damages, claims, actions, fines, penalties, costs and expenses (including reasonable legal and professional costs on a full indemnity basis, and any amount we are required to pay, or become liable to pay, to the EoR) suffered or incurred by us.

You will, on demand, indemnify us and hold us harmless from and against all Indemnified Losses arising out of or in connection with:

- your breach of these Terms;
- any information, content, materials or instructions you (or your Authorised Users) provide;
- your, your personnel's or your Authorised Users' use of Revolut GlobalHire and the EoR's services, or your direction, supervision or control of any Consultant;
- your breach of any applicable law; or
- any claim by the EoR, a Consultant, a tax or regulatory authority, or any other third party against us to the extent arising from any of the matters above.

The Indemnified Losses include any profits we lose as a result of the matters set out above, except to the extent that recovery would result in us being compensated twice for the same loss.

You will not be required to indemnify us under this Clause to the extent the relevant Indemnified Losses are caused by our own negligence, wilful misconduct or breach of these Terms.

The limit on our liability to you in Clause 7 (Are we responsible if something goes wrong with your use of Revolut GlobalHire?) does not limit or cap your liability to us under this Clause.

You must comply with all applicable laws in connection with your use of Revolut GlobalHire.

9. Data Protection

We process Authorised Users' personal data to operate the Revolut GlobalHire platform and provide you with the EoR's services. For more details on how we process Authorised Users' personal data, please refer to the Revolut GlobalHire Privacy Notice for Authorised Users.

We also process the personal data of Consultants pursuant to these Terms. This processing shall be governed by the Data Processing Addendum. For information about this, please check the Revolut GlobalHire Privacy Notice for Consultants.

10. Intellectual Property

Revolut's Intellectual Property

Revolut GlobalHire, including the platform, 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 Revolut GlobalHire or its content for any purpose other than as allowed under these Terms.

Your Intellectual Property

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.

When the Consultant creates any Intellectual Property rights in the course of providing services to you using Revolut GlobalHire, all such Intellectual Property rights may vest in the EoR and / or you. Where such Intellectual Property rights vest in the EoR, the EoR may enter into an intellectual property assignment with the Consultant and you to assign such Intellectual Property rights to you, to the extent these rights are capable of assignment in such manner.

To the extent that any such Intellectual Property rights vest in Revolut rather than the EoR or you, Revolut hereby assigns to you all right, title and interest in and to any and all such Intellectual Property rights. Such assignment shall occur to the extent permitted by applicable law and capable of assignment, and subject to Revolut's receipt of valid title to such Intellectual Property rights (whether from the EoR, the Consultant or otherwise).

Revolut will exercise commercially reasonable efforts to ensure that Intellectual Property rights created or developed by the Consultant are assigned from the EoR, the Consultant and / or Revolut to you. 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 exercise commercially reasonable efforts to assist you with these Additional Requirements at your request and expense.

Revolut does not in any way guarantee, warrant or represent that the EoR or the Consultant shall effect any intellectual property assignment. Revolut does not in any way guarantee, warrant or represent that any assignment will be valid, effective or enforceable, or that title to any such Intellectual Property rights will pass to or vest in you. You acknowledge and accept that there is a risk that Intellectual Property rights may not vest in you notwithstanding the execution of any assignment, and Revolut shall have no liability to you if any such assignment fails to take effect in whole or in part.

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;
- that your materials, or any work produced by a Consultant, infringe or misappropriate a third party's intellectual property rights.

11. Complaints

You can raise any complaints or feedback relating to your experience with Revolut GlobalHire through the **Help & Support** section of Revolut 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 Revolut GlobalHire. 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 Revolut GlobalHire, email us at support-globalhire@revolut.com. You'll need to offboard any active Consultants and make sure all outstanding costs and fees, including any Termination Costs, have been paid. Once that's done, we'll confirm your access to Revolut 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	English law applies to this agreement.
Amendments	We reserve the right to amend these Terms at any time, such changes will apply to Revolut 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.
Approvals and notice to be on Revolut GlobalHire or in writing	Any mention in these Terms of a required approval, agreement, exemption or consent (howsoever termed), including any request for and rejection of these, or a requirement to inform or notify (howsoever termed), is to be made, responded to, and / or recorded (as applicable) on Revolut GlobalHire, or otherwise in writing. Unless another timing is specified, this must be done prior to the relevant event.
Dispute Resolution	If a dispute arises between us out of or in connection with these Terms, then, except as expressly provided in these Terms, a party will give written notice of the dispute. On service of the dispute notice, the representatives of the parties will attempt in good faith to resolve the dispute. If the representatives are unable

Subject	Clause
	to resolve the dispute within 30 calendar days from the date the dispute notice was served, then the dispute will be referred to and finally resolved by a court of competent jurisdiction in England and Wales. 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 or the Consultant.
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 this agreement to another company, organisation or person 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. If we do, this agreement will continue between you and the new company, organisation or person. They will take over our rights and obligations under this agreement, and we will be released from them. You agree to this transfer. We will tell you before the transfer takes effect. 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.
Our provision of Revolut GlobalHire and right to terminate	We have no obligation to offer Revolut GlobalHire to you or to continue offering Revolut GlobalHire once offered. We may, in our sole discretion, cease to offer or suspend the provision of Revolut GlobalHire at any time, with or without cause. We may suspend or cease offering Revolut GlobalHire for compliance or operational reasons, including but not limited to changes in applicable law or regulation, changes in our business operations, or the need to maintain the security or integrity of our platform. We will be responsible for the Offboarding Fee associated with exercising our unilateral termination right.
These terms are severable	If something in these Terms is held to be unlawful, including unfair under the Unfair Contact Terms Act 1977 (UK), the rest of these Terms will still apply.
Third parties do not have rights	Third parties do not have rights under these Terms under the Contracts (Rights of Third Parties) Act 1999.

Subject	Clause
Survival	The following provisions of these Terms will continue to stay in force on or after the termination of your access to Revolut GlobalHire and shall remain in full force and effect: • 7 (Are we responsible if something goes wrong with your use of Revolut GlobalHire?) • 8 (When you might be responsible for our losses) • 9 (Data Protection) • 10 (Intellectual Property)

Data Processing Addendum

1. Definitions

"**Agreed Purpose(s)**" means as set out in clause 2 of this DPA.

"**DPA**" means this Data Processing Addendum.

"**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.

"**SharedPersonal Data**" means as set out in clause 2 of this DPA.

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

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.

Capitalised terms used herein but not otherwise defined in this DPA shall have the meanings ascribed to them in the Terms.

2. Introduction

2.1 You acknowledge that we may act either as an independent data controller or a data processor on your behalf when processing Consultants' personal data pursuant to these Terms. Clause 3 explains when we act as an independent controller. Clause 4 explains when we act as a data processor.

2.2 You acknowledge that where we act as a data processor on your behalf, we are also acting as a data processor on behalf of the EoR, who are the original controllers of the Consultant's personal data. As a result, in line with EoR's instructions, we can only share certain details regarding Consultants where such sharing has been authorised by the Consultant.

2.3 Each party will comply fully with Data Protection Laws when performing its obligations under these Terms.

3. Controller terms

3.1 This table sets out the **Shared Personal Data** which you will share with us and the Agreed Purposes for which we may process it:

Subject	**Detail**
Agreed Purpose	To enable provision of the Revolut GlobalHire under these Terms, namely by onboarding Consultants
Shared Personal Data and Data Subjects	Personal Data shared by you with us as necessary for onboarding, including full legal name, nationality and contact details.

3.2 For the purposes of Data Protection Laws, we will act as an independent controller when processing the Shared Personal Data for the Agreed Purpose.

3.3 Each party will comply fully with Data Protection Laws when performing its obligations under these Terms. In particular, each party will:

- 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; and
- 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.

4. Processor terms

4.1 We also process Consultants' personal data as a data processor on your behalf. The table in the Appendix of this DPA sets out the subject matter, duration, nature, and purpose of the processing, as well as the data subjects and personal data categories we process as a data processor on your behalf.

4.2 When processing personal data on your behalf under this Clause 4 of the DPA, we will:

- only process the personal data on your written instructions as set out in this Clause 4, 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 personal data are obliged to keep the personal data confidential;
- assist you in responding to any request from a data subject and in ensuring compliance with your obligations under 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 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 Clause 4;
- 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.

4.3 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 above below as from the date of this DPA.

4.4 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.

5. International Transfers

You acknowledge that we may transfer personal data outside the United Kingdom and European Economic Area provided that any such transfer will be carried out in accordance with the requirements of Data Protection Laws.

6. Third Party Personal Data

Consultants may process Third Party Personal Data in the course of providing their services to you. You acknowledge that:

- 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 organisational measures to ensure the security of Third Party Personal Data; and
- neither we nor the 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.

7. Liability

For the avoidance of doubt, our liability to you under this DPA shall be subject to the limitations and exclusions of liability set out in Clause 7 (Are we responsible if something goes wrong with your use of Revolut GlobalHire?) of these Terms.

Appendix - Data Processing Information

Subject	Detail
Processing Purpose	To transmit Consultants' personal data to you to enable you to comply with applicable laws and to manage relationships with Consultants.
Nature of processing	Displaying the personal data on the Revolut GlobalHire platform.
Personal Data	Personal data processed by us on your behalf include:

Subject	Detail
	• Copy of employment agreement; and • When sharing is enabled by the Consultant: (a) Payroll and tax data; (b) Personal information relating to criminal records and ongoing criminal procedures; and (c) 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	Consultants
Duration of Processing	Term of the Terms
Approved Sub-Processors	Google Cloud, providing data hosting services in UK and EU