



WEBSITE TERMS OF USE POLICY

The terms set out below relate to your use of this website (“www.astrantiapeople.co.uk”), the company website for Astrantia People Consulting Limited (“we,” “us” or “our”).

Please read this first: It’s important that you read this information carefully and before you start browsing or using our site. Just by accessing the site and continuing to use it, you accept the terms of use and agree to abide by them. So, please have a read and if you don’t agree with anything, we would politely ask you to exit and not continue to use or visit our website. If you aren’t sure about anything, or have any questions please do get in touch with us via email sam@astrantiapeople.co.uk as that way we can support you with any queries or questions.

Changes to terms: We may revise these terms any at time. We’ll do that by amending this page or by sharing provisions or notices that we publish somewhere else on our site. We’d like to highlight that it is your responsibility to check these terms and conditions regularly. Doing that means you are aware of any changes we have made. By continuing to access this website following any changes, you continue to agree that you have read, understood and agree to abide by the terms of use.

Who are we: This website is managed by Astrantia People Consulting Limited from the company’s registered address; Westbury House, Steam Mills, Midsomer Norton, Somerset BA3 2JY. The company is registered in England and Wales. Our company number is 15905172.

Accuracy of the information we share and access to our website: We do all we reasonably can to make sure our website is up-to-date, complete and accurate but we can’t always guarantee that. Sometimes errors and omissions happen. We would ask that, before you rely on any information we’ve shared or published, you check it first. We will not be liable if any information or material contained on our website is out of date, incomplete or inaccurate.

Access to our site: Access to this website is free of charge. It is your responsibility to make the necessary arrangements you need to access this website.

Access to this website is provided on an “as is” and on an “as available” basis. We reserve the right to withdraw, restrict, alter, update or change our site at any time and without notice. Sometimes systems experience ‘glitches’. We don’t guarantee that it will always be available or that access to it will be uninterrupted. If that happens and our website is unavailable at any time, or we decide to suspend access to our website or remove access completely, on either a temporary or permanent basis, without notice, then we accept no liability to you. We don’t warrant that the functions, material or information on, or access from, this website will be uninterrupted or free from mistakes or errors.

International Users: Whilst we welcome connections with anyone, based anywhere in the world, this website is intended for users in the United Kingdom only. We do not warrant or represent that this website, or it’s content, are available in other locations, or are suitable for use in other locations.

Links to and from our website: Our website may contain links to other sites. If so, they have been provided solely for your convenience. We are not responsible for the content of any website you could access as a result. We will also not be liable for any loss or damage you incur as a result of your use of those sites.

You must not create any links to our website without our prior written consent. There could be times where we’re happy to agree to that but only on the basis that your link complies with all legal



responsibilities and relevant legislation, and that you don't damage or take advantage of our reputation.

It's important to highlight that we reserve the right to withdraw permission to link immediately and without notice, especially if we believe your link suggests any association, approval or endorsement on our part where none exists, or if the link is to a site that breaches or contravenes any applicable local, national or international law or legislation, or is in any unlawful or fraudulent.

Your use of our website: We hope it goes without saying that you must use this website for lawful purposes only. You must not use our website in any way, or for any purpose that is unlawful, fraudulent or that breaches or contravenes any applicable local, national or international law or legislation, or is in any way unlawful or fraudulent.

You must not use this website to knowingly send, upload, or in any other way transmit data that contains any form of virus or other malware, or any code designed to adversely affect computer hardware, software, or data of any kind.

If you don't comply, you will be in breach of these Terms and Conditions. We may take one or more of the following actions in response to that:

- a) suspend or terminate your right to use this website;
- b) issue you with a written warning;
- c) take legal proceedings against you for reimbursement of any, and all, relevant costs on an indemnity basis resulting from your breach;
- d) take further legal action against you, as appropriate;
- e) disclosure, share, provide or give access to any, and all, relevant information to law enforcement authorities as required or as we deem reasonably necessary; and/or
- f) any other actions we believe to be reasonably appropriate and lawful.

We do exclude any and all liability arising out of any actions that we may take (including, but not limited to those set out above i.e. actions listed a) to f)) in response to your breach.

It is also your responsibility that anyone accessing our site through your internet connection is also aware of these terms and agrees to comply and abide by them.

Information about you and your visits to our site: We process information about you in accordance with our Privacy Policy which you will also find on our site.

Intellectual property rights: Astrantia People Consulting Limited is either the owner or the licensee of all intellectual property rights and material included and/or published on our website. That includes copyright, design rights and all other intellectual property rights. Those works are protected by copyright laws and treaties around the world. All such rights are reserved.

You may access, view and use this website in a web browser (including any web browsing capability built into other types of software or app) and you may download this website (or any part of it) for caching. We appreciate that this usually occurs automatically.

You may print copies and/or download extracts of any page(s) and articles from this website however you may not modify the printed copies or downloaded extracts in any way. Our status as the owner and author of any content you copy or download (or that of identified licensors, as applicable) must always be acknowledged.



For clarity, you may not reproduce any of the information or material included on our site, either in full or in part, without our written consent, for the following reasons:

- your use of any information or materials on our website for commercial purposes;
- alter or change any information or materials which you might be able to download or print from the website;
- copy, distribute or transfer any information or material, in full or part, on any other media or platforms for example, but not limited to; Instagram, YouTube, LinkedIn, Facebook or X;
- framing our site on any other site or creating a link to any part of our site other than the home page.

If we think you've done that, you will be breach of these provisions. As a result, your right to use or access our website will stop immediately and without notice. You will also be expected to return or destroy any copies of information or material you may have made.

Viruses, malware, hacking and security: We will not be liable for any loss or damage you might suffer as a result of viruses or other harmful material which you access from this site. It is your responsibility to make sure you have the suitable security in place before using our website.

You must not breach these terms of use, misuse our site, gain or attempt to gain unauthorised access to this website, server or any database connected to this website.

You must not attack this website by means of a denial of service attack, a distributed denial of service attack, or by any other means. You must not wilfully damage our website by doing something malicious or harmful, for example; introducing viruses, trojans, worms or other harmful materials that could negatively affect the operation of a computer or program.

If you do, we want you to be aware that it may be a criminal offence. If that happens, your access to our website will stop immediately and without notice. We will report any, and all breaches to the relevant law enforcement authorities and will cooperate with them fully by disclosing your identity to them.

Whilst we do all we reasonably can to make sure this website is secure and free from viruses and malware, we can't, and don't, guarantee that. You are responsible for protecting your hardware, software, data, and other material from viruses, malware and other internet security risks.

No scraping, text or data mining: You may not in any way undertake, enable, permit, authorise, or facilitate any form of web scraping or text or data mining on or with respect to any part of this website.

You may not use any part of this website or any data, content, or information included on this website, for the purposes of developing or training AI models or systems.

The prohibition set out in this paragraph covers all purposes for which such activities may be carried out including, but not limited to, the development or training of AI models or systems. This includes, but is not limited to, the use of:

- a) Any bot, robot, scraper, spider, or other automated system, software, algorithm, code, process, tool, or methodology used to access, obtain, copy, or republish any data, content, or information included on this website; and



- b) Any automated techniques designed to analyse digital text or data in order to generate information or to develop or train AI models or systems.

The information included in this paragraph shall apply to the fullest extent permissible by law.

Company logos and trademarks: Certain names, words, phrases, logos, graphics, or designs included on the pages of our website may constitute registered or unregistered trademarks owned by Astrantia People Consulting Limited or their clients. You are not entitled to reproduce or use them (or those of a third party) in any way and without our (or their) prior written permission.

Our liability: Whilst we make reasonable efforts to make sure the content on this website is complete, accurate, and up to date, we make no guarantees, warranties, representations or conditions (express or implied) about the accuracy of the content of our website or the material included on it.

Nothing on this website constitutes professional advice that you should rely on. Content is provided for general information purposes only. We would always encourage you to obtain professional or specialist advice that is tailored to you and your company's requirements before taking any action.

If you are a business owner using or accessing this website, we accept no liability for loss of profit, sales, business, or revenue; loss of business opportunity, goodwill, or reputation; loss of anticipated savings, business interruption; or for any indirect or consequential loss or damage.

To the extent allowed by law, we expressly exclude liability for any direct, indirect or consequential loss or damage incurred by you or any other user in connection with our site, or their inability to use it, which results from the use of, or reliance on, or inability to use, this website,

Nothing in our terms of use shall affect our liability to you for death or personal injury caused by our negligence, or our ability for fraud or serious misrepresentations, nor any other liability which cannot be excluded or limited under applicable law.

Jurisdiction and applicable law: These terms of use, and any claim arising from, or related to, a visit to our site, are governed by and shall be construed and interpreted in accordance with the laws of England and Wales. They shall be subject to the non-exclusive jurisdiction of the English courts.

Some small print: We may update this Policy from time to time to reflect changes in technology, law or how we run the website. Any updates will appear on our website with a new "last updated" date.

If you have any questions or require any further information about any aspects of this Policy, please do contact Sam Baker, Director of Astrantia People Consulting Limited by email at sam@astrantiapeople.co.uk

This Policy was last reviewed and updated: April 2026.