

## Terms and Conditions for Employers

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Welcome to Biotalentomics, an initiative by Molmet Biotech Research Pvt Ltd. By registering as an employer on our platform and submitting the employer form at <https://biotalentomics.com/employer-form/>, you acknowledge that you have read, understood, and agree to comply with the following Terms and Conditions, effective from the date of your registration.

### 1. Definitions

- **Employer:** Any registered company, organization, or authorized representative utilizing the Biotalentomics platform for hiring services.
- **Candidate:** Any individual whose profile has been referred or sourced through Biotalentomics.
- **Platform:** The website and services offered under Biotalentomics for employer-candidate engagement.

### 2. Eligibility to Register

- The Employer must be a registered company, organization, or recognized entity, operating in biotech, life sciences, pharma, food-tech, agri-biotech, diagnostics, or related sectors.
- The person submitting the registration form must be authorized to represent the organization.

### 3. Use of Information

- Biotalentomics may collect, process, and store provided company details, job role descriptions, and hiring requirements solely for the purpose of matching talent and facilitating placement services.
- We respect your privacy. No data will be sold or used beyond the scope of candidate placement and communication.

### 4. Responsibility of the Employer

- Employers agree to provide accurate and up-to-date job descriptions, compensation details, and role requirements.
- Employers must treat all referred candidates with fairness and dignity, regardless of selection outcome.
- Employers must notify Biotalentomics within 7 days of hiring any referred candidate.

### 5. Candidate Referral and Hiring Process

- Biotalentomics will share profiles of pre-evaluated, trained, or qualified candidates based on the employer's specified needs.
- Employers are free to conduct their own interviews and make independent hiring decisions.
- If a candidate referred by Biotalentomics is selected, the Employer agrees to acknowledge Biotalentomics as the source of the referral.

### 6. Service Fee / Charges

- Certain candidate placements (particularly full-time or long-term roles) may be subject to a one-time placement service fee, as per mutual agreement.
- The fee structure will be communicated transparently prior to any engagement.
- For internships, apprenticeships, or CSR-based hiring, fee waivers or subsidized rates may be available.

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- Payment must be made within 15 days of invoice issuance. All applicable taxes will be borne by the Employer.

### 7. Candidate Feedback & Fair Practices

- Employers are encouraged to share feedback after interviews to enhance future candidate referrals.
- Employers agree to maintain non-discriminatory hiring practices and comply with all applicable labour and employment laws.

### 8. Non-Solicitation Clause

- Employers may not bypass Biotalentomics and directly source candidates from our training batches or talent pool without prior notification and written consent.

### 9. Disclaimer

- Biotalentomics provides talent sourcing and support services in good faith but does not guarantee the performance, conduct, or retention of any candidate post-hiring.
- Employers are solely responsible for final recruitment decisions and employment contracts.

### 10. Termination of Partnership

- Biotalentomics reserves the right to suspend or terminate collaboration with any Employer found to be in breach of these terms, especially in cases of unethical behaviour, misrepresentation, or exploitation of candidates.

### 11. Limitation of Liability

- Biotalentomics shall not be liable for any indirect, incidental, special, or consequential damages arising from the use of its services.

### 12. Governing Law

- By registering, you understand and agree that Biotalentomics and Molmet Biotech Research Pvt Ltd shall not entertain or engage in any legal disputes, claims, or quarrels under any circumstances related to registrations, placements, assessments, or employer-candidate interactions.
- These Terms and Conditions shall be governed by the laws of India, and any disputes shall be subject to the jurisdiction of Bhopal, Madhya Pradesh.

### 13. Acknowledgment

By continuing with registration and using our services, the Employer expressly acknowledges and agrees to abide by these Terms and Conditions.

### Contact Us

For any assistance or clarification:

**Email:** [clients.biotalentomics@gmail.com](mailto:clients.biotalentomics@gmail.com)

**Website:** [www.biotalentomics.com](http://www.biotalentomics.com)