

Terms of Service

The Friends | thefriends.hr
Last updated: October 14, 2026

1. Introduction and acceptance

1.1 These Terms of Service ("Terms") govern your access to and use of the website at thefriends.hr, including its subpages, forms, specialist dashboard and company private pages (together, the "Platform").

1.2 The Platform is operated by Odokativa Communications PR Ognjen Varađanin, a company registered in the Republic of Serbia under tax identification number (PIB) 113025279, with its registered address at Arsenija Čarnojevića 52, 24000 Subotica, Serbia, operating under the name The Friends ("The Friends", "we", "us", "our").

1.3 By accessing or using the Platform, submitting a specialist application, creating an account, making a referral or accessing a company private page, you confirm that you have read and agree to these Terms. If you do not agree, do not use the Platform.

1.4 The Platform is intended for professionals and businesses. You must be at least 18 years old to use it.

2. What The Friends does

2.1 The Friends connects vetted specialists with companies that hire them, through direct placement or HR outsourcing.

2.2 The Platform lets specialists apply, keep a profile and refer other professionals, and lets companies review specialist profiles we present to them on a private page.

2.3 The Platform does not create an employment, contractor or placement relationship between any parties. Every engagement between The Friends and a company, and between The Friends and a specialist, is governed by a separate written agreement signed by the parties. That agreement prevails over these Terms and over anything published on the Platform.

3. Changes to these Terms

3.1 We may amend these Terms at any time. The amended version takes effect when published on the Platform, and the "Last updated" date will change accordingly.

3.2 If a change materially affects account holders, we notify them by email before it takes effect. Continued use of the Platform after that date means you accept the amended Terms.

4. Specialist accounts

4.1 To join as a specialist, you submit an application and create an account. You agree that all information you provide is accurate, current and your own, and that you will keep it up to date in your dashboard.

4.2 You are responsible for keeping your login credentials confidential and for all activity under your account. Notify us at hi@crazeandfriends.com if you suspect unauthorized access.

4.3 Every application goes through our vetting process. We decide at our discretion whether to accept an application, and we are not required to give reasons for a decision.

4.4 By keeping an active profile, you authorize us to present your profile to companies whose roles fit your experience, as described in our Privacy Policy. We share your direct contact details with a company only after you agree to move forward with it.

4.5 Being accepted into The Friends does not guarantee that you will be presented to a company, invited to an interview or offered an engagement.

4.6 You can delete your account at any time from your dashboard or by emailing hi@crazeandfriends.com. We may suspend or close an account that contains false information, has been inactive for 24 months, or is used in breach of these Terms.

5. Referrals

5.1 Specialists can refer other professionals through the dashboard. By making a referral, you confirm that you know the person and have reason to believe they would welcome an invitation from The Friends.

5.2 You may not refer yourself, submit invented or purchased contacts, or use the referral feature to send unsolicited messages in bulk.

5.3 We decide whether to contact a referred person, and every referred person goes through the same vetting as any other applicant.

5.4 A referral does not entitle you to any payment or reward unless a separate referral program offering one is published on the Platform or agreed with you in writing, in which case the terms of that program apply.

6. Company private pages

6.1 Companies do not register on the Platform. We create a private page for each company we work with and give the company a password to access it.

6.2 The company is responsible for keeping its password confidential, sharing it only with people inside the company who are involved in the hiring decision, and telling us immediately if it may have been disclosed to anyone else.

6.3 Specialist profiles on a private page are confidential. A company may use them only to evaluate specialists for its own hiring needs. It may not copy, share, publish or sell them, add them to its own databases for other purposes, or pass them to recruiters or other third parties.

6.4 A company that engages, hires or contracts a specialist it first learned about through The Friends, directly or through a third party, must do so through The Friends under the terms of its signed agreement with us. Fees for introductions and placements are set in that agreement.

6.5 We may change or withdraw a private page, its password or the profiles shown on it at any time.

7. Use of the Platform

7.1 We grant you a limited, non-exclusive, non-transferable and revocable right to use the Platform for its intended purpose.

7.2 You agree not to:

- a) use the Platform for any unlawful, fraudulent or harmful purpose;
- b) submit false or misleading information, impersonate another person, or apply on behalf of someone else;
- c) upload content that infringes anyone's rights, or that contains malware or other harmful code;

- d) access or attempt to access another user's account or a private page you were not given access to;
- e) use robots, scrapers or other automated tools to access, monitor or copy the Platform or the profiles on it;
- f) use any content from the Platform to train, fine tune or develop a machine learning or artificial intelligence model;
- g) contact specialists or companies you found through the Platform in order to bypass The Friends;
- h) interfere with, disrupt or overload the Platform or its systems;
- i) frame, mirror or embed any part of the Platform on another website without our written consent;
- j) remove or alter any copyright, trademark or other proprietary notice.

7.3 We may restrict, suspend or terminate your access to the Platform at any time, with or without notice, if we reasonably believe you have breached these Terms.

8. Your content

8.1 You keep ownership of the CV, profile information and other materials you submit ("Your Content").

8.2 You grant us a non-exclusive, worldwide, royalty free license to store, process, format and display Your Content for the purpose of running the Platform and presenting you to companies. The license ends when Your Content is deleted from the Platform, except for copies we must keep by law.

8.3 You confirm that you have the right to submit Your Content and that it does not infringe anyone's rights.

9. Intellectual property

9.1 All content on the Platform, including text, design, graphics, layouts, code and illustrations, but excluding Your Content, is owned by Odokativa Communications PR Ognjen Varadjanin or licensed to us.

9.2 "The Friends", its logo and any other names or marks displayed on the Platform are our trademarks or protected signs. Nothing on the Platform grants you a right to use them.

9.3 Third-party names and logos on the Platform belong to their owners and are used for identification only.

10. No guarantee of results

10.1 We do not guarantee that a specialist will be placed, that a company will find a suitable specialist, or that any engagement will meet a particular outcome.

10.2 Vetting summaries and assessments on the Platform are our professional opinion at the time they are given. Companies remain responsible for their own hiring decisions.

10.3 Articles, guides and other content on the Platform are for general information only and are not legal, tax, employment or financial advice.

11. Communications

11.1 By creating an account or sending an inquiry, you agree to receive service emails related to your application, account, private page or inquiry. These are not marketing emails.

11.2 We send marketing emails and newsletters only with your consent. You can unsubscribe at any time through the link in every email or by contacting us.

12. Third-party services

12.1 The Platform relies on third-party services, including Webflow, Memberstack, Cloudflare, Google, Microsoft and Termly. Their use of data is described in our Privacy Policy and Cookie Policy.

12.2 The Platform may link to third-party websites. We do not control them and are not responsible for their content, availability or data practices.

13. Availability of the Platform

13.1 We make reasonable efforts to keep the Platform available but do not guarantee that it will be uninterrupted, secure or free of errors.

13.2 We may change, suspend or discontinue any part of the Platform, including the dashboard, referrals or private pages, at any time.

14. Disclaimer of warranties

14.1 To the fullest extent permitted by law, the Platform and all content on it are provided "as is" and "as available", without warranties of any kind, express or implied, including warranties of merchantability, fitness for a particular purpose, non-infringement and accuracy.

14.2 We do not warrant the accuracy of information that specialists or companies provide about themselves, although we review it as part of our vetting.

15. Limitation of liability

15.1 To the fullest extent permitted by law, The Friends, Odokativa Communications PR Ognjen Varađanin and its owners, employees, contractors and agents are not liable for any indirect, incidental, special, consequential or punitive damages, or for any loss of profit, revenue, business, goodwill or data, arising out of or in connection with the Platform, whether in contract, tort, negligence or otherwise.

15.2 To the fullest extent permitted by law, our total liability arising out of or in connection with the Platform and these Terms does not exceed one hundred euros (100 €).

15.3 Nothing in these Terms excludes or limits liability for death or personal injury caused by negligence, for fraud, or for any other liability that cannot be excluded or limited by law.

15.4 Liability in connection with a placement or outsourcing engagement is governed exclusively by the signed agreement for that engagement, and not by this section.

16. Indemnity

16.1 You agree to indemnify and hold harmless The Friends, Odokativa Communications PR Ognjen Varađanin and its owners, employees, contractors and agents from any claims, damages, losses and expenses, including reasonable legal fees, arising from your breach of these Terms, your misuse of the Platform, Your Content or your violation of any law or third-party right.

17. Privacy and cookies

17.1 Our processing of personal data is described in our Privacy Policy at <https://www.thefriends.hr/privacy-policy>.

17.2 Our use of cookies is described in our Cookie Policy at <https://www.thefriends.hr/cookie-policy>.

17.3 The Privacy Policy and Cookie Policy form part of these Terms by reference.

18. General

18.1 Severability. If any provision of these Terms is found invalid or unenforceable, it will be modified to the minimum extent needed to make it enforceable, and the remaining provisions stay in effect.

18.2 No waiver. Our failure to enforce a provision is not a waiver of that provision or any other.

18.3 Entire agreement. These Terms, together with the Privacy Policy and Cookie Policy, are the entire agreement between you and us about your use of the Platform. A signed agreement for a placement or outsourcing engagement governs that engagement.

18.4 Assignment. You may not transfer your rights or obligations under these Terms. We may assign these Terms to a successor in connection with a merger, acquisition or sale of all or most of our assets.

18.5 No partnership. These Terms do not create any partnership, joint venture, agency or employment relationship between you and us.

19. Governing law and jurisdiction

19.1 These Terms and any dispute arising out of or in connection with them, including non-contractual disputes, are governed by the laws of the Republic of Serbia, without regard to its conflict of laws rules.

19.2 Any dispute arising out of or in connection with these Terms falls under the exclusive jurisdiction of the competent courts in Subotica, Republic of Serbia.

19.3 If you use the Platform as a consumer resident in the European Union or another jurisdiction with mandatory consumer protection law, nothing in this section deprives you of protections that cannot be waived by agreement under the law of your place of residence.

20. Contact

Questions about these Terms can be sent to:

Odokativa Communications PR Ognjen Varađanin (The Friends)

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