Pathway CTM

Terms of Service

Effective date: April 2026

Welcome to Pathway CTM and our related applications (our "Site"). Our Site is owned and operated by Pathway CTM Limited ("we", "us" or "our").

These Terms of Service (the "Terms") explain how you may access and use the Site and any related services (the "Services"). They should be read together with our **Privacy Policy**, which is incorporated into these Terms by reference.

Please read these Terms carefully before using our Site and any of our Services. Using the Site and Services indicates that you accept these Terms.

We may revise these Terms from time to time by posting an updated version on this page with a new effective date. If you continue to use the Site or Services after a revision takes effect, you accept the revised Terms. If you do not agree with a revision, you should stop using the Site and Services and, if applicable, close your account. We may suspend or terminate your access if you do not comply with these Terms.

1. Us

Pathway CTM Limited operates the Site and Services. We are registered in England & Wales under company number 09545140. Our registered office is at Ranelagh Road, Pimlico, London, SW1V 3EU.

You can contact us at info@pathwayctm.com.

2. Who Can Use the Site

You must be at least 13 years old to create an account on, or submit personal information to, the Site. This reflects the minimum age at which, under Article 8 of the UK General Data Protection Regulation, a child may give their own consent to the processing of their personal data in relation to an information society service, such as this Site, without a parent or guardian's consent being required for that specific purpose.

3. Access to the Site and Services

We shall not be liable if for any reason the Site and Services are unavailable at any time or for any period.

Access to portions of the Site may be restricted to registered users. If we give you, or you create, a login, password or similar credential, you must keep it confidential and not share it with anyone else. We may restrict or deny your access to the Site and Services if you do not comply with these Terms.

You may close your account at any time by contacting us at info@pathwayctm.com. See our **Privacy Policy** for how we handle your information after your account is closed.

4. Intellectual Property and Permitted Use

We are the owner or licensee of all intellectual property rights in the Site and the material published on it. You agree not to:

- use the Site for any commercial purpose without our written agreement
- copy, reproduce, distribute, republish, download, display, post or transmit any content from the Site without our written approval
- impose an unreasonable load on our infrastructure
- use any unauthorised navigation or search device to access the Site
- use data mining, robots, or similar data-extraction methods on the Site
- frame or link to content on the Site without our written permission
- send unsolicited communications promoting products or services using information you obtained from the Site

5. Material Submitted by You

You agree that we may share the personal information and other material you submit to us, as described in our Privacy Policy. This includes automatically sharing basic details, such as your name and email address, with an employer once you've engaged with something they've listed on the Programme, for example, by attending their event or applying. Also sharing your participation in the Programme with your school or college you are associated with. We will ask for your consent before sharing anything beyond this.

You must not submit any material that is:

- false, misleading, defamatory, discriminatory, threatening, offensive, abusive, anxiety-causing, violent, hateful, blasphemous or pornographic
- infringing of any intellectual property rights
- technically harmful, for example containing viruses, malware or corrupted data

- likely to encourage unlawful or criminal conduct

We are not obliged to use material you submit, and we may remove any material you submit from the Site, the Services, or our database, at our sole discretion.

We will cooperate with any law enforcement authority or court order requesting or directing us to disclose the identity of anyone submitting material in breach of this clause.

We will not be responsible, or liable to any third party, for the content or accuracy of any material submitted by you. If you are an employer, you are solely responsible for your postings.

If you believe material on the Site infringes your rights or is otherwise unlawful, contact us at info@pathwayctm.com with details of the material and why you believe it is unlawful, and we will investigate and respond within a suitable timeframe.

If you breach this clause, you agree to indemnify us against any claims, losses, or costs we incur as a result.

6. Data Protection and Privacy

We process personal information in accordance with our **Privacy Policy**, the UK General Data Protection Regulation, the Data Protection Act 2018, and the Data (Use and Access) Act 2025. We are registered with the Information Commissioner's Office under registration number ZA265068.

7. Third Party Content and Links

We are not liable or responsible for the third-party content on the Site and in the Services. Third party content includes, for example, job postings from employers, material posted by other users of the Site and Services, job vacancy advertisements and other advertising.

Where the Site and Services contain links to other sites and resources which are provided by third parties, these links and resources are provided for your information only and you access them at your own risk. We are not liable or responsible for the content of third party sites or resources.

8. Our Liability

The material on the Site and in the Services is for general information purposes only and does not constitute advice on which you should rely.

Except as expressly stated in writing or required by law, we give no warranties in relation to the material on the Site or in the Services.

We are not liable for:

- any action you take, or losses you suffer, based on information on the Site
- your dealings with any third party facilitated by the Site
- any loss that was not reasonably foreseeable to both of us when you started using the Site or Services, or that arose from a breach of these Terms
- how any third party uses data obtained via the Site

We are not responsible if you cannot use the Site and Services properly, or at all, because of an event outside our reasonable control.

We monitor the Site for bugs, but we do not guarantee it will be error-free, available at all times, or free from viruses.

Nothing in these Terms affects any liability we may have for death or personal injury caused by our negligence, for fraud, or for any other liability that cannot be excluded or limited by law.

If you use the Site or Services as a consumer, nothing in these Terms affects your statutory rights under the Consumer Rights Act 2015.

9. Complaints

If you have a complaint about how we have handled your personal data, you can raise it with us at info@pathwayctm.com. If you are not satisfied with our response, you can contact the Information Commissioner's Office at ico.org.uk.

For any other complaint about the Site or Services, please also contact us at info@pathwayctm.com.

10. Validity of these Terms

If any provision of these Terms is found to be unlawful, invalid or otherwise unenforceable, that provision will be treated as removed and the remaining provisions will remain in full force and effect.

You may not transfer any of your rights under these Terms to any other person. We may transfer our rights under these Terms to another business where we reasonably believe your rights will not be affected.

11. Applicable Law and Jurisdiction

These Terms are governed by English law. The English courts have exclusive jurisdiction over any claim arising from, or related to, your use of the Site and Services and these Terms.

Last updated: April 2026