

# **Terms & Conditions for Global Energy Training Sponsorship Initiative**

**Effective date:** February 10, 2026

**Program name:** Global Energy Training Sponsorship Initiative (the “**Program**”)

**Program Operators:** Global Energy Skills LLC FZ and NES Global Limited (together, the “**Partners**”, “**We**”, “**Us**”, “**Our**”).

**Training Providers:** Third-party course providers offering training under the Program (“**Training Providers**”).

**Host/Platform Provider:** Energy Job Search Limited (company no. 04025215) (“**EJS**”).

## **1. Introduction and acceptance**

- 1.1 These Program Terms & Conditions (the “**Program Terms**”) govern your application to and participation in the Program.
- 1.2 By applying for the Program, you confirm that you have read, understood, and agree to these Program Terms.
- 1.3 These Program Terms apply in addition to the general EJS Website Terms and Conditions and Survey Privacy Policy.
- 1.4 The Program is operated by the Partners. The Partners are responsible for awarding Sponsored Seats, determining eligibility, and administering the Program. Training is delivered by independent Training Providers. EJS acts solely as a host of the Program.

## **2. Definitions**

In these Program Terms:

“**Applicant**” means a person who submits an application to the Program.

“**Participant**” means an Applicant accepted into the Program.

“**Sponsorship**” means the funded or subsidised training support offered under the Program, as described on the Program pages.

“**Sponsored Seat**” means a place on a training course funded or subsidised under the Program.

“**Course**” means a training course offered by a Training Provider.

“**Program Pages**” means the EJS Web pages describing the Program (including the Partners’ related pages and course listings).

“**Personal Data**” has the meaning given in applicable data protection law.

### **3. The Program**

- 3.1 The Program is intended to support training and upskilling by offering a limited number of Sponsored Seats on selected Courses.
- 3.2 The Program may include recruitment-related activity (for example, sharing profiles with Partners or potential employers), but does not guarantee employment, interviews, contracts, placement, or any particular outcome.
- 3.3 The Program is offered on a voluntary and discretionary basis and may be suspended, discontinued, or terminated at any time, permanently or temporarily, without notice.
- 3.4 We do not guarantee the ongoing availability of the Program, Program Pages, Screening Questionnaire, or related services.
- 3.5 Termination or suspension of the Program shall not give rise to any right to compensation, reimbursement, or damages.

### **4. Eligibility**

- 4.1 Eligibility criteria may be stated on the Program Pages and may vary by Course, Training Provider, geography, prerequisite requirements, and available funding.
- 4.2 You are responsible for confirming that you meet all eligibility requirements and any Course prerequisites (including medical, fitness, certifications, language, right-to-work, and/or safety prerequisites where applicable).
- 4.3 We may require proof of eligibility and may reject or remove an Applicant/Participant if eligibility cannot be verified.

### **5. Applications and selection**

- 5.1 Sponsored Seats are limited. Submitting an application does not guarantee selection.
- 5.2 Selection decisions are made at the discretion of the Partners and Training Providers using criteria that may include (without limitation): applicant profile, demonstrated need, motivation, workforce demand, geographic constraints, prerequisite fit, and available seats.
- 5.3 We may decline any application without providing reasons (subject to applicable law).
- 5.4 We may maintain waiting lists and may offer Sponsored Seats to other Applicants if a selected Applicant does not complete required steps by deadlines.

### **6. Sponsorship scope and what is covered**

- 6.1 The Sponsorship covers only what is expressly stated on the Program Pages or in the written confirmation sent to you (“**Sponsorship Confirmation**”).

- 6.2 Unless explicitly stated otherwise in the Sponsorship Confirmation, Sponsorship covers Course tuition/fees only.
- 6.3 Sponsorship has no cash value and is not redeemable for cash.

## **7. Participant responsibilities**

- 7.1 You must provide complete, accurate, and up-to-date information during application and participation.
- 7.2 You must comply with Partner and Training Provider policies, including attendance requirements, conduct standards, safety rules, prerequisite verification, and assessment requirements.
- 7.3 You are responsible for arranging and paying any non-covered costs described in clause 6.3.
- 7.4 You must promptly notify Us of any material change that may affect eligibility or participation (e.g., inability to attend, change of location, changes to prerequisites).

## **8. Training Providers and Course delivery**

- 8.1 Courses are delivered by Training Providers who are independent third parties.
- 8.2 Training Providers are responsible for course content, delivery, scheduling, assessment, certifications, and any accreditation claims.
- 8.3 Partners do not guarantee that any Course will be available at a particular time/date/location or that certifications will be issued.
- 8.4 Course dates, venues, instructors, and course content may change at the Training Provider's discretion.

## **9. Changes, cancellation, substitution**

- 9.1 Partners and/or Training Providers may modify, suspend, or withdraw the Program, any Sponsored Seat, or any aspect of Sponsorship where necessary due to funding changes, provider availability, compliance concerns, operational reasons, or other circumstances beyond Our reasonable control. Such changes will be reflected on the Program Pages accordingly.
- 9.2 If a Course is cancelled or rescheduled, We may (at Our discretion) offer:
- (a) a rescheduled date;
  - (b) an alternative Course of similar value; or
  - (c) withdrawal of the Sponsored Seat.
- 9.3 If you cannot attend a Course for any reason, you must notify Us as soon as possible. We may reallocate the Sponsored Seat to another Applicant.

9.4 Sponsored Seats are non-transferable unless We expressly agree in writing.

## **10. No employment guarantee; recruitment disclaimer**

10.1 The Program is not an employment agency service and does not guarantee employment or any recruitment outcome.

10.2 Any recruitment engagement by Partners or employers is optional and subject to their own hiring processes and requirements.

10.3 We are not responsible for decisions made by the Training Providers.

## **11. Participant content, testimonials, and publicity**

11.1 If you provide testimonials, quotes, photos, videos, case study participation, or other content about your experience (“**Participant Content**”), you grant Us and Our Partners a worldwide, royalty-free, non-exclusive licence to use, reproduce, publish, translate, distribute, and display Participant Content for Program reporting, marketing, and communications purposes.

11.2 Where required by law, We will obtain additional consent for use of your image/likeness in marketing materials.

11.3 You may request withdrawal from publicity materials going forward by contacting us; However, We cannot retract materials already published or distributed.

## **12. Data protection and privacy**

12.1 We will process your Personal Data in accordance with Our Privacy Policy and applicable data protection laws.

12.2 For the Program, your data may be processed for purposes including:

- (a) administering your application and participation;
- (b) verifying eligibility and prerequisites;
- (c) coordinating with Training Providers regarding a Course attendance and completion;
- (d) sharing relevant Applicant/Participant information with Partners for recruitment, workforce development, and program evaluation;
- (e) producing aggregated, de-identified insights (including workforce reporting/white papers) that do not identify you; and
- (f) contacting you about Program updates and related opportunities (subject to your communications preferences and applicable law).

12.3 We may share your CV/profile with the Training Providers and the selected third parties involved in Program delivery and recruitment.

12.4 You acknowledge that We and the Training Providers may act as independent controllers of Personal Data they receive and will process Personal Data under their own privacy policies.

### **13. Misrepresentation and integrity**

13.1 If you provide false, misleading, or incomplete information, We may reject your application, withdraw Sponsorship, and/or remove you from the Program.

13.2 We may require documentation to verify information you provide.

### **14. Removal and termination**

14.1 We may withdraw Sponsorship and/or remove you from the Program if you:

- (a) breach these Program Terms or Training Provider policies;
- (b) fail to meet prerequisites or eligibility;
- (c) engage in misconduct or unsafe behavior;
- (d) fail to attend without reasonable notice; or
- (e) act in a way that may harm Us, the Program, Training Providers, or other participants.

14.2 Removal may result in loss of access to Sponsored Seats and related benefits.

### **15. Health, safety, and assumption of risk**

15.1 Some Courses may involve practical activities and/or safety-critical elements. You are responsible for ensuring you are medically and physically fit to participate where required.

15.2 You participate at your own risk. You must comply with all safety instructions and policies.

15.3 You are responsible for obtaining any insurance you deem necessary (including travel and personal accident coverage if applicable), unless expressly stated otherwise.

### **16. Disclaimers**

16.1 To the fullest extent permitted by law, the Program and any related information is provided on an “as is” and “as available” basis.

16.2 We do not warrant that:

- (a) you will be selected;
- (b) a Course will run as scheduled;
- (c) completion will result in employment; or
- (d) any certification will be issued.

16.3 Any reliance you place on Program information is at your own risk.

16.4 Except as required by law and subject to clause 17, EJS shall have no liability in connection with the Program, including in relation to sponsorship, training, recruitment, or any third-party services. EJS's responsibility is limited solely to the operation and maintenance of its online platform.

## **17. Limitation of liability**

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

17.2 Subject to clause 17.1, We will not be liable for:

- (a) indirect or consequential losses;
- (b) loss of earnings, profits, opportunities, business, or reputation;
- (c) Training Providers' acts/omissions; or
- (d) employment outcomes or hiring decisions.

17.3 Our total liability to you arising out of or in connection with the Program will not exceed £200, except where a higher limit is required by law.

## **18. Changes to these Program Terms**

18.1 We may update these Program Terms from time to time. Updated terms will be posted on the Program Pages (or otherwise made available) and will apply from the date stated.

18.21 Continued participation after updates constitutes acceptance of the updated Program Terms.

18.3 We are not responsible for third-party terms.

## **19. Governing law and jurisdiction**

19.1 These Program Terms and any dispute or claim arising from them will be governed by the laws of England and Wales.

19.2 The courts of England will have exclusive jurisdiction, except where mandatory local consumer protections require otherwise.

## **20. Contact**

For Program enquiries, eligibility questions, or data/privacy requests, contact: support-ogjs@energyjobsearch.com