

PART B · POLICY 1

Terms and Conditions

The agreement between AfterWorc and everyone who uses the AfterWorc Platform.

Company	AfterWorc OÜ ("AfterWorc", "we", "us")
Registry code / VAT	17554808 / EE103008226
Address	Mäealuse tn 10/2, 12618 Tallinn, Estonia
Contact	info@afterworc.com · +372 5332 7539
Version / last updated	1.0 / 20 September 2026
Applies to	afterworc.com, its subdomains and any AfterWorc app (the "Platform")

In short. AfterWorc is an online marketplace that introduces businesses (Clients) to checked IT professionals (Specialists). Prices and fees are shown in euro before you pay. Payments are made by card or bank link and the funds are held until you accept the delivered work. Refunds are covered in the Refund, Return and Cancellation Policy.

1. About these Terms

- 1.1 These Terms and Conditions (the "Terms") apply to every visit to and use of the Platform, including registration, hiring a Specialist, offering services and making payments.
- 1.2 The Platform is operated by AfterWorc OÜ, an Estonian private limited company, registry code 17554808, VAT number EE103008226, registered address Mäealuse tn 10/2, 12618 Tallinn, Estonia. Contact: info@afterworc.com.
- 1.3 By registering, ticking the acceptance box or placing an Order you agree to these Terms together with the documents they refer to: the Refund, Return and Cancellation Policy, the Privacy and Confidentiality Policy, the Payment, Security and Accepted Cards Policy, the Delivery and Service Fulfilment Policy, the Cookie Policy, the Acceptable Use Policy and the Complaints Policy.
- 1.4 We may update these Terms. Registered users are told by email or on-site notice at least 14 days before a material change takes effect. Continued use after that date means you accept the change. Orders already placed stay under the Terms that applied when they were placed.
- 1.5 Definitions. **Client:** a business or person who requests or buys services through the Platform. **Specialist:** an IT professional or team who offers services through the Platform. **Engagement:** a task, project or fixed-term hire agreed through the Platform. **Order:** a Client's request to buy an Engagement, confirmed at checkout.

2. What AfterWorc does, and what it does not

- 2.1 AfterWorc operates a marketplace. We check Specialists, help Clients describe what they need, match Clients with Specialists, provide the workspace, messaging and payment tools, and hold and release payments as set out in these Terms.
- 2.2 Unless an Order states otherwise, the contract for the work itself is between the Client and the Specialist. Where AfterWorc offers a fixed-term hire or a ready-made team or department and the Order names AfterWorc as the contracting party, AfterWorc is responsible for that service as described in the Order.
- 2.3 We are not a bank, a credit institution or an employer of Specialists, and we do not guarantee that a Specialist will deliver any particular result. Money we hold for an Order is not a deposit and earns no interest.

- 2.4 Where the Platform describes a service in detail (for example a task, a scope, a deadline or a price), that description forms part of the Order.

3. Accounts and eligibility

- 3.1 You must be at least 18 years old and able to enter into a binding contract. Business accounts must be opened by a person authorised to act for the business.
- 3.2 Information you give us must be accurate and kept up to date. You are responsible for your login details and for everything done through your account. Tell us at once if you think your account has been misused.
- 3.3 One person or business may hold one account unless we agree otherwise. Accounts may not be sold, shared or transferred.

4. Verification of Specialists

- 4.1 Before a Specialist is shown as **Verified** ("checked"), we carry out the checks described on the Platform at that time. These may include identity verification, skills tests, review of work history and portfolio, and an interview, which for some tiers takes place in person at our Tallinn office.
- 4.2 A Verified badge means the checks were completed on the date shown. It is not a guarantee of quality, availability or results, and does not make AfterWorc responsible for the Specialist's work beyond these Terms.
- 4.3 We may re-check, suspend or remove the badge if information changes, a check fails or the Specialist breaks these Terms.

5. Orders and Engagements

- 5.1 A Client places an Order by describing the work, agreeing scope, price, deadline and any milestones with a Specialist through the Platform, and paying at checkout. The Order is confirmed when the Specialist accepts it (or, for fixed offers, when payment is authorised) and we send an order confirmation email.
- 5.2 The Order states the deliverables, milestones, revision rounds, deadline and total price. Changes must be agreed in writing through the Platform. Extra work outside the agreed scope requires a new or amended Order.
- 5.3 Clients must give the Specialist the information and access needed to do the work on time. Delays caused by the Client extend the deadline accordingly.
- 5.4 Delivery, acceptance and late delivery are governed by the Delivery and Service Fulfilment Policy.

6. Prices, fees and taxes

- 6.1 All prices are shown in euro (EUR). Before you pay, the order summary shows the price of the Engagement, the AfterWorc platform fee (if any), applicable VAT and the total.
- 6.2 The platform fee is calculated as shown on the pricing page and in the order summary at the time of the Order. Promotional terms apply only where the Platform states them for your account.
- 6.3 VAT is added at the rate that applies to the transaction under Estonian and EU law. Business Clients in another EU state who provide a valid VAT number may be invoiced under the reverse-charge rules where they apply.
- 6.4 We issue an invoice or receipt for every payment. Specialists are responsible for their own taxes, social-security contributions and filings, except where AfterWorc is expressly the employer or contracting party under a fixed-term hire.

7. Payment and held funds

- 7.1 Payment is made at checkout by Visa or Mastercard card, by bank link or by another method shown at checkout. Card and bank payments are processed by licensed payment partners. AfterWorc does not see or store your full card number. See the Payment, Security and Accepted Cards Policy.
- 7.2 When you pay, the funds are held until release. They are released to the Specialist when you accept the delivered work, or automatically when the acceptance window in the Delivery and Service Fulfilment Policy ends without a dispute. If the Order is cancelled or refunded under the Refund, Return and Cancellation Policy, the relevant amount is returned to you.
- 7.3 Payouts to Specialists are made by the methods offered in the Specialist's account. A Specialist is paid the agreed price less any fee due to AfterWorc. Payout fees charged by the payout provider may apply and are shown before payout.
- 7.4 If a payment is declined, reversed or found to be fraudulent, we may cancel or pause the Order and recover the amount from the party responsible.

8. Refunds and cancellations

- 8.1 Refunds and cancellations are governed by the Refund, Return and Cancellation Policy, which forms part of these Terms.
- 8.2 If you are a consumer, nothing in these Terms limits your mandatory statutory rights, including the right of withdrawal for distance contracts described in that policy.

9. Intellectual property

- 9.1 Unless the Order says otherwise, once the Engagement is paid in full the Specialist assigns to the Client the intellectual-property rights in the agreed deliverables, excluding the Specialist's pre-existing tools, libraries and general know-how, which the Client may use as part of the deliverables.
- 9.2 Each Specialist confirms that the deliverables will not infringe the rights of others and that they are entitled to transfer the rights described in 9.1. Each Client confirms that materials it supplies may be lawfully used for the Engagement.
- 9.3 The Platform, the AfterWorc name and logo, the Verified mark and all Platform software and content belong to AfterWorc or its licensors. You may not copy or reuse them without our written consent.

10. Confidentiality and personal data

- 10.1 Clients and Specialists must keep confidential information received through the Platform confidential and use it only for the Engagement. AfterWorc handles that information as described in the Privacy and Confidentiality Policy.
- 10.2 We process personal data in line with the Privacy and Confidentiality Policy and the Cookie Policy.

11. Acceptable use

- 11.1 You must follow the Acceptable Use Policy. In particular, you may not use the Platform for anything unlawful, fraudulent or abusive, may not misrepresent your identity or qualifications, and may not try to bypass verification, security or payment controls.

12. Chargebacks and payment disputes

- 12.1 If you have a problem with an Order, please contact us first at info@afterworc.com so we can fix it quickly under the Complaints Policy.

- 12.2** If a Client disputes a card payment with their card issuer, we will give the issuer and our payment partners the records needed to resolve it, including the Order, chat logs, delivery and acceptance records. We may pause related payouts and the Client's account while a dispute is open. A dispute filed in bad faith is a breach of these Terms.

13. Our responsibility

- 13.1** Nothing in these Terms excludes or limits liability that cannot be excluded by law, including liability for death or personal injury, for fraud or intentional wrongdoing, or any statutory rights of consumers.
- 13.2** Subject to 13.1, and to the extent permitted by law, AfterWorc is not liable to business customers for indirect or consequential loss, loss of profit or loss of data, and our total liability for any Order is limited to the fees we received for that Order in the 12 months before the event that gave rise to the claim.
- 13.3** Specialists are responsible for the quality and lawfulness of their own work. Except where AfterWorc is the contracting party under 2.2, AfterWorc is not liable for the work delivered by a Specialist.
- 13.4** We are not responsible for delays or failures caused by events beyond our reasonable control, including outages of third-party networks or payment providers.

14. Suspension and termination

- 14.1** You may close your account at any time once open Orders are completed or cancelled. We may suspend or close an account, and cancel Orders, if you break these Terms, if we must do so by law or to prevent fraud or harm, or if verification fails. Where reasonable we will tell you why.
- 14.2** Closing an account does not affect rights and obligations that arose before it, including payment, confidentiality and intellectual-property clauses.

15. Complaints and disputes

- 15.1** Complaints are handled under the Complaints and Dispute Resolution Policy.
- 15.2** These Terms are governed by the laws of Estonia. Disputes with business customers are subject to the exclusive jurisdiction of Harju County Court (Harju Maakohus), Tallinn.
- 15.3** If you are a consumer, you may also bring a claim before the courts of your place of residence in the EU, and you may turn to the Consumer Disputes Committee (Tarbijavaidluste komisjon) in Estonia. Mandatory consumer-protection law of your country of residence continues to apply.

16. General

- 16.1** These Terms and the documents they refer to are the entire agreement between you and AfterWorc about the Platform. If a provision is invalid, the rest stays in force. AfterWorc may transfer its rights and duties to a successor of its business; you may not transfer yours without our written consent.
- 16.2** The English version of these Terms prevails if translations differ, except where mandatory law requires otherwise.
- 16.3** Contact: AfterWorc OÜ, Mäealuse tn 10/2, 12618 Tallinn, Estonia · info@afterworc.com · +372 5332 7539.