



# Terms of Service – Stello8

**Effective Date:** June 25 2026

**Company:** Stello8 Inc.

**Location:** Montreal, Quebec, Canada

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## 1. Introduction

Welcome to Stello8.

Stello8 is a workforce marketplace that connects businesses with independent workers.

By accessing or using the Platform, you agree to comply with these Terms of Service.

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## 2. Marketplace Nature (IMPORTANT)

Stello8 is a technology marketplace.

Stello8 is **not**:

- An employer
- A staffing agency
- A labor contractor
- A payroll provider
- A recruiting agency

Stello8 does not:

- Employ workers
- Assign workers to businesses
- Supervise work performed
- Direct workplace activities
- Guarantee employment

Businesses are solely responsible for selecting, managing, supervising, and evaluating workers.

Workers independently decide which opportunities they wish to accept.

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## 3. User Accounts

To use Stello8, you must:

- Provide accurate and complete information.
- Keep your account information up to date.
- Maintain the security of your login credentials.
- Be legally authorized to work or operate a business.
- Comply with all applicable laws.

We reserve the right to suspend or permanently remove accounts that violate these Terms.

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## 4. Worker Terms

Workers acknowledge that:

- They remain independent service providers unless otherwise agreed directly with the business.
- They choose which shifts or jobs to accept.
- They determine whether to accept or decline opportunities.
- They are responsible for maintaining required certifications or licenses.
- They are responsible for reporting income and complying with applicable tax laws.
- They are responsible for performing work professionally and safely.

Stello8 does not guarantee:

- Employment
  - Minimum earnings
  - Number of shifts
  - Availability of work
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## 5. Business Terms

Businesses agree that they are responsible for:

- Selecting workers.
- Providing accurate shift information.
- Supervising work performed.
- Maintaining a safe workplace.
- Following applicable employment and workplace laws.
- Providing fair treatment to workers.
- Paying agreed amounts through the Platform when applicable.

Businesses are responsible for ensuring workers meet their own hiring requirements.

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## 6. Payments & Platform Fees

Stello8 charges service fees for use of the Platform.

Businesses and workers may be subject to applicable marketplace fees, which will always be displayed before confirmation.

Payments and payouts are securely processed through **Stripe**.

Users are responsible for any taxes, banking fees, or other charges required by law.

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## 7. Bookings, Cancellations & Disputes

Businesses and workers are expected to honor confirmed bookings.

Users should provide as much notice as possible when cancelling a shift.

Repeated no-shows, excessive cancellations, fraudulent activity, or failure to fulfill confirmed commitments may result in account restrictions or permanent removal.

Stello8 may assist with dispute resolution but is not responsible for resolving disputes between users.

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## 8. No Guarantees

Stello8 does not guarantee:

- Employment opportunities
- Worker availability
- Hiring decisions
- Shift completion
- Business availability
- Income or earnings
- Quality of work performed

All work arrangements are made directly between businesses and workers.

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## 9. Liability Limitation

To the fullest extent permitted by law, Stello8 is not liable for:

- Work performed by workers
- Hiring decisions made by businesses
- Workplace injuries or accidents
- Lost income or business opportunities
- Employment disputes
- Property damage
- Indirect or consequential damages arising from use of the Platform

Users assume responsibility for their interactions and agreements made through the Platform.

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## 10. Compliance with Laws

Users agree to comply with all applicable laws, including but not limited to:

- Employment laws
- Workplace health and safety regulations
- Human rights legislation
- Tax obligations
- Privacy laws

- Industry-specific licensing requirements
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## 11. Account Suspension

We may suspend, restrict, or permanently terminate an account for reasons including:

- Violation of these Terms
  - Fraudulent activity
  - Misrepresentation
  - Unsafe conduct
  - Harassment or discrimination
  - Abuse of the Platform
  - Illegal activity
  - Failure to comply with applicable laws
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## 12. Privacy

Your use of the Platform is also governed by our Privacy Policy.

By using Stello8, you acknowledge that your personal information will be collected and processed as described in the Privacy Policy.

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## 13. Intellectual Property

All Platform content, including logos, branding, software, graphics, text, designs, trademarks, and other intellectual property, belongs to Stello8 or its licensors.

You may not reproduce, copy, distribute, modify, or commercially use any Platform content without prior written permission.

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## 14. Changes to These Terms

We may modify these Terms of Service at any time.

Updated versions become effective once published on the Platform.

Continued use of Stello8 after updates constitutes acceptance of the revised Terms.

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## 15. Governing Law

These Terms of Service are governed by the laws of the Province of Quebec and the applicable federal laws of Canada.

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## 16. Contact

For questions regarding these Terms of Service, please contact us:

 **Email:** [hello@stello8.com](mailto:hello@stello8.com)

 **Location:** Montreal, Quebec, Canada