

PRIVACY POLICY

This Privacy Policy was last updated on 4th September, 2024.

Technotalent Engineering India Private Limited, a private limited company incorporated under the laws of India (“we”, “us” or “our”, or “Technotalent” as applicable) manages and operates the website <https://www.technotalent.in/>, the domain name, and any other linked pages, features, content, mobile applications, or any other services Technotalent may offer from time to time in connection therewith (collectively the “Platform”), which is an online platform to purchase the products and/or services offered in the Platform.

This Privacy Policy, as amended from time to time (“**Privacy Policy**”), is applicable all Users and provides succinctly the manner in which your data is collected and used by Technotalent (whether through the Platform or offline modes). This Privacy Policy executed by you with Technotalent governs your association with us (including the use of the Platform) based on the Information (*as defined hereunder*) provided by you to us. All Users of the Platform or the services rendered by us are advised to read and understand our Privacy Policy carefully before registering, accessing, or using the Platform or any services offered by Technotalent.

Either by browsing and/or accessing the Platform (as a visitor or a customer) or by reaching out to us in any offline modes, you (hereinafter referred to as “you”, “your” or “User” as applicable) on your behalf and on behalf of any companions accompanying or participating in the services along with you, expressly and voluntarily agree to be bound by the terms of this Privacy Policy and consent to our collection, storage, use and disclosure of the Information provided by you to Technotalent in accordance with the terms of this Privacy Policy. It is hereby expressly clarified that you shall be deemed to have accepted the terms set out herein assuming full responsibility on behalf of all companions accompanying or participating along with you and all such companions indicate their assent to the terms herein as ‘you’, ‘your’ or ‘User’.

This document, when published on the Platform, will be an electronic record in terms of applicable laws including the Indian Information Technology Act, 2000, Indian Information Technology (Intermediary Guidelines) Rules, 2011, the US Privacy Act, 1974, US Cybersecurity Information Sharing Act, 2015, UK Information Protection Act, 2018, UK Computer Misuse Act, 1990, their congruent rules, the General Data Protection Regulations for Europe, any other laws as may be applicable to the jurisdiction in which the services are being provided/availed and the amended provisions pertaining to electronic records in various statutes. This electronic record is generated by a computer system and does not require any physical or digital signatures.

1. INFORMATION WHICH MAY BE COLLECTED

With your consent or to fulfil the contract for the purposes agreed with you (including rendering of services) or if there is another legal basis in accordance with the applicable laws, Technotalent may collect, process and use the following information (“**Information**”):

1.1 Personal Information:

- 1.1.1 Personally identifiable information which shall include all information that can be linked to a specific individual or to identify any individual, including name (including name of the entity and/or its representative), alternate email address, mobile phone number, address & postal code, and other contact details (“**Personal Information**”). Please note that the list of Personal Information mentioned above is not an exhaustive list and is only an illustrative list and is without prejudice to our right to seek further Personal Information as may be required for the provision of the services to you.

1.1.2 Any Personal Information provided by you will not be considered sensitive if it is freely available and/or accessible in public domain. Any comments, messages, blogs, etc., posted or communicated by you on the public comments sections of any platform, being published, is not considered Personal Information per this Privacy Policy.

1.1.3 We will not be responsible for the accuracy or filtration of any of the content posted by any User. However, we will be entitled to remove any content posted by any User on our Platform which we, in our sole discretion consider offensive, discriminatory, racist, defamatory, or inappropriate in nature.

1.1.4 While browsing our Platform and/or having discussion with us, you are not required to provide any Personal Information unless and until you choose to avail any of our services or sign up for any services available on the Platform.

1.2 Non-Personal Information

1.2.1 When you visit the Platform or propose to avail our services, we may collect certain non-personal Information such as your Internet Protocol (“IP”) address, operating system, browser type, internet service provider, information about the pages on the Platform you visit/access, the links you click on the Platform, the number of times you access the page and any such browsing or other information. This type of information does not identify you personally. We may also collect information about the services that you use and how you use them, including log-in information and location information, when you use any of the services.

1.3 Automatic Information

1.3.1 To improve the responsiveness of the Platform for you, we automatically collect certain information when you visit, use, or navigate through the Platform.

1.3.2 We may use online identifiers like ‘cookies’ and/or similar electronic tools to collect information to understand your individual interests for analytics and marketing. These server logs may include information such as your web request, internet protocol address, browser type, browser language, the date and time of your request and one or more cookies that may uniquely identify your browser.

1.3.3 We use cookies primarily for User authentication but may also use them to improve the quality of our services by storing User preferences and tracking User trends.

1.4 **Mobile Phone:** When you use the Platform through your mobile phone, we may receive information about your location and your mobile device, including a unique identifier number for your device. We may use this information to provide you with suggestions in respect of services if required. We may automatically collect device information (such as your mobile device ID, model, and manufacturer), operating system, version information, and IP address.

1.5 **User communications:** When you send e-mails or other physical or online communications to us, we may retain those communications in order to process your inquiries, respond to your requests and improve our services provided.

1.6 Information on behalf of minor children:

1.6.1 Our Platform and its contents are not targeted to minors (those under the age of eighteen years of age). However, Technotalent has no way of distinguishing the age of individuals who can access our Platform. Any information that you provide, as the legal guardian of the minor child, while using the Platform or service on behalf of your minor child will be treated as Personal Information, unless otherwise provided herein.

1.6.2 If you have reason to believe that a minor child has provided Personal Information to us through the usage of our Platform, please contact us at contact@technotalent.in and we will endeavour to delete that information and terminate the minor's account from our databases.

2. HOW INFORMATION IS USED AND PROCESSED

2.1 Technotalent will process your Information with fairness, transparency and confidentiality in any one or more of the following manners, in accordance with this Privacy Policy and as permitted by applicable laws:

- a. Fair use of your Personal Information to provide personalized features to you and to provide for promotional offers to you, either through the Platform and/or other channels;
- b. Providing the Information to our business associates and partners to get in touch with you when necessary to provide the services;
- c. Preserving transaction history as governed by applicable law or policy;
- d. Using contact information internally to direct our efforts for product improvement, contact you as a survey respondent, notify you if you win any contest, and to send you promotional materials from the contest sponsors or advertisers.
- e. Providing services requested by you;
- f. Providing various promotional and advertising materials to you via display advertisements through third party websites.
- g. Creating additional features on the Platform, creating appropriate merchandising or creating new products and services and conducting marketing research and statistical analysis of customer behaviour and transactions;
- h. Preventing, detecting, investigating, and taking action against crimes (including but not limited to fraud and other financial crimes), any other illegal activities, suspected fraud, or violations of terms in any jurisdiction;
- i. For identity verification, government sanctions screening and due diligence checks;
- j. To publish any testimonials or reviews that you may have provided to Technotalent either on the Platform or otherwise; and
- k. Collecting feedback about our services and to contact you about your use of our products/services.

2.2 We may process Personal Information based on your consent, for performance of a contract/ agreement with you, compliance with a legal obligation, to protect vital interests of Users or another natural persons, public interest and other legitimate interests. In case of any change in processing the Personal Information of the User, the User shall be duly notified at least 7 (seven) days before the change in processing the Personal Information. The notice shall be provided in English and shall be sent through email to the registered email address of the User.

3. SHARING OF INFORMATION WITH THIRD PARTIES

4.1 Technotalent will not use your financial information for any purpose other than to complete a transaction with you. We do not rent, sell or share your Personal Information and will not disclose any of your personally identifiable information to third parties, save for and except in furtherance to provision of services.

4.2 In cases where we have your permission to provide services requested by you, and such information is necessary to provide these services, the information may be shared with Technotalent business associates and/or partners.

4.3 Technotalent may share consumer information on an aggregate with its partners or third parties where it deems necessary, as listed above.

4.4 Technotalent may share the information with service providers for analytical and research purposes such as auditing, data analysis and research to improve our services and customer communication. Use of any

of your Information by third parties is governed by the privacy policy of such third parties and we shall not be responsible or liable for the same.

- 4.5 Additionally, in the event of audit, reorganization, merger, sale, joint venture, assignment, transfer or other disposition of all or any portion of our business, assets or stock (including in connection with any bankruptcy or similar proceedings), we may share/transfer/assign the Information we have collected to the relevant third party, after prior notification of the same to the User.
- 4.6 Under certain circumstances, Technotalent may disclose your Personal Information if and as required by law or in response to valid requests by public authorities (e.g., a court or a government agency).

4. RETENTION OF PERSONAL INFORMATION

- 5.1 Technotalent will retain your Personal Information only for as long as is necessary for the purposes set out in this Privacy Policy. We will retain and use your Personal Information to the extent necessary to comply with our legal obligations (for example, if we are required to retain your data to comply with applicable laws), resolve disputes, and enforce our legal agreements and policies.

5. TRANSFER OF PERSONAL INFORMATION

- 6.1 Your information, including Personal Information, may be processed at Technotalent's operating offices and in any other place where the parties involved in the processing are located. It means that this Information may be transferred to and maintained on computers located outside your state, province, country or other governmental jurisdiction where the data protection laws may differ from those from your jurisdiction.
- 6.2 Your consent to this Privacy Policy, followed by your submission of your Information, represents your agreement to such transfer.
- 6.3 Technotalent will take all steps reasonably necessary to ensure that your data is treated securely and in accordance with this Privacy Policy and no transfer of your Personal Information will take place to an organization or a country unless there are adequate controls in place including the security of your data and other personal information.
- 6.4 If Technotalent transfers your Personal Information per Paragraph 4.5, we will provide you a notice before your Personal Information is transferred and becomes subject to a different Privacy Policy.

6. RIGHTS AVAILABLE TO USERS

- 7.1 To protect against loss, misuse and alteration of the Information under its control, Technotalent has in place appropriate physical, electronic and managerial procedures.
- 7.2 Technotalent servers and the executed copies of the Privacy Policy are accessible only by authorized personnel and your information is shared with employees and authorized personnel on a need-to-know basis to complete the transaction and to provide the services requested by you. Although Technotalent will endeavour to safeguard the confidentiality of your Personal Information, transmissions made cannot be made absolutely secure. You agree that Technotalent will have no liability for disclosure of your information due to errors in transmission or unauthorized acts of third parties.
- 7.3 We shall not use the User's Information in any manner apart from the terms mentioned in the terms and this Privacy Policy.
- 7.4 You can at any time withdraw your consent for collection and use of your Personal Information, but you may not be eligible to visit our Platform or make avail the services we offer if you do so. It is also hereby

clarified that your decision to withdraw your consent will not affect the processing of Personal Information based on your previous consent.

- 7.5 You may be asked to provide information anytime you access or browse the Platform or avail the services, not only during the first time.
- 7.6 You may exercise your rights of accessing, updating and rectifying of documents, or revocation of consent by contacting us via e-mail at contact@technotalent.in. Please note that we may ask you to verify your identity before responding to such requests. If you make a request, we will try our best to respond to you and address the issue as soon as possible.

7. PERSONAL SENSITIVE INFORMATION REQUIRED

- 8.1 Personal sensitive information including financial information such as bank account, credit card or debit card details and other payment gateway details may be required for payment processing for the services availed by you.
- 8.2 We may request an elaborate detail related to the Personal Information provided by you for us to provide our services, create an account and/or give you access to your registered account on the Platform.
- 8.3 We may try to monitor your physical, physiological and mental health condition based on the clicks and visits you make in the Platform and make use of it for promotional purposes for the services and/or products related to your search.

8. SECURITY OF INFORMATION AND DISCLAIMERS

- 9.1 Although we take measures to protect your sensitive information and Personal Information that is not open to the public, you understand and acknowledge that there is no such thing as complete security. There are certain reasonable breaches beyond our control like computer hacking, unauthorized access to computer data, and breaches of security and encryption.
- 9.2 We may keep records of all communications including documents, voice calls, digital messages and emails received from you, for the purpose of administrative services and may share the same with third parties when required by law or when required to provide the services to the User.
- 9.3 Sensitive details like credit/debit card and net banking information are primarily collected by third party payment gateways and banks and not by us. However, to the extent such information is stored on our Platform, it remains unshared and safe.
- 9.4 We may, with your consent, publish your testimonials and reviews given by you in relation to the services received from us. You agree that we may edit the testimonials or reviews provided by you and republish the edited version. If you have any concern with the edited testimonial or reviews, you can contact through email to contact@technotalent.in.
- 9.5 We shall be entitled to retain your Information for our record for as long as needed or permitted in light of the purpose(s) for which it was obtained and consistent with applicable law and such Information shall be used by us only in consonance with this Privacy Policy.

9. LINKS TO THIRD PARTY SITES

- 10.1 The Platform may include links to third party applications/websites. Such third party sites are governed by their respective privacy policies, which are beyond our control. Once you leave our Platform, use of any information you provide is governed by the privacy policy of the operator of the third party site you are visiting. That policy may differ from ours.

- 10.2 We strongly advise you to review the privacy policy of every site you visit. If you can't find the privacy policy of any of these third party sites, you should contact the relevant third party site directly for more information.
- 10.3 We do not provide any Personal Information or personally identifiable information to third party websites/advertisers/ad-servers without your consent.

10. POLICY UPDATES

- 11.1 Technotalent reserves the right to change or update this Privacy Policy at any time without any prior notice or information. Such changes shall be effective immediately upon posting to the Platform. We strongly encourage you to go through the Privacy Policy whenever you visit the Platform and you avail our services, to understand how we use the Information provided.
- 11.2 In case of changes in processing Personal Information or other material changes, Users shall be duly notified at least five days before such change is effected. The notice shall be sent to the registered e-mail address of each User and the User shall have the option to withdraw their consent to the terms of the Privacy Policy.

11. GRIEVANCE REDRESSAL:

- 12.1 In the event of loss of access details, you can send an email to: kamal@technotalent.in
- 12.2 If there are any questions regarding this Privacy Policy, please write to the Grievance Officer named below.
- 12.3 Any complaints, or concerns with regards to content and or comment or breach of this Privacy Policy shall be immediately informed to the designated Grievance Officer as mentioned below, via e-mail.
- 12.4 The Grievance Officer shall acknowledge the complaint within 72 (seventy-two) hours and redress the complaints within 15 (fifteen) days from the date of receipt of complaint.

Details of the Grievance Officer:

Name: Kamal M H
Designation: Executive
Email: kamal@technotalent.in

12. GOVERNING LAW AND JURISDICTION:

- 13.1 Any kind of dispute arising out of this Privacy Policy, the Platform and the Information provided by the User shall be governed by and construed in accordance with the laws of India.
- 13.2 The courts at India shall have exclusive supervisory jurisdiction on the matters arising from or in connection with these Terms, subject to applicable laws.
- 13.3 All disputes and differences arising out of or in connection with any of the matters set out in the Privacy Policy shall be finally and conclusively determined by arbitration in accordance with the Arbitration and Conciliation Act, 1996.

