Privacy Policy

This Privacy Policy governs the manner in which IoTalents Pte Ltd (IoTalents) collects, uses, maintains and discloses personal data collected by IoTalents.

This Privacy Policy governs the manner in which IoTalents collects, uses, maintains and discloses personal data collected from anyone (each, an "Individual") of the https://www.iotalents.com website ("Site"). This privacy policy applies to the Site and all products and services offered by IoTalents.

IoTalents respects the privacy of our Individuals. We provide this statement to inform you of how IoTalents will use the personal data you submit to us. This may be through the Site, or to one of the email addresses provided on the Site, from attending our events and programmes, or otherwise. By submitting personal data to us, you are consenting to the collection, use and disclosure of the information in the manner described in this statement, as modified from time to time by us.

You have the absolute discretion to determine the type of personal data submitted, which may include personal data ("Personal Data"). The submission of your Personal Data is voluntary.

To the extent permitted under the law, all information submitted to us shall be deemed and/or remain our property which shall be free to use, for any purpose, any ideas, concepts, know-how or techniques contained in the information submitted by you. IoTalents shall not be subject to any obligations of confidentiality regarding submitted information except as agreed in writing by us or as otherwise required by law.

PERSONAL DATA

We may collect personal data from you in a variety of ways, including, but not limited to, when you participate in our events or programmes, participate in surveys and interviews, when you visit our Site, register on the Site, subscribe to the EDM, respond to a survey through the Site and through emails, and in connection with other activities, services, features or resources we make available to you. You may be asked for, as appropriate, name, email address, mailing address, phone number. In certain cases, users of our Site may visit our Site anonymously.

NON-PERSONAL IDENTIFICATION INFORMATION

We may collect non-personal identification information about you whenever you interact with our Site. Non-personal identification information may include the browser name, the type of computer and technical information. Technical information may include the operating system and the internet service providers utilised and other similar information.

WEB BROWSER COOKIES

Our Site may use "cookies" to enhance the experience of a user of our Site. Your web browser places cookies on your hard drive for record-keeping purposes and sometimes to track information about you. Cookies can help a website to arrange content to match your preferred interests more quickly. Most major websites use cookies. We use cookies to compile anonymous, aggregated statistics that allow us to understand how persons using our Site use our Site and to help us improve the structure of our Site. We cannot identify you personally in this way. You may choose to set your web browser to refuse cookies, or to alert you when cookies are being sent. If you do so, note that some parts of the Site may not function properly.

Types of cookies that are used on our Site include:

Session cookies which are temporary cookies that remain in the cookie file of your browser until you close the browser.

Persistent cookies which remain in the cookie file of your browser for much longer (though how long will depend on the lifetime of the specific cookie).

Some of the functions of cookies include:

Session cookies: To allow you to carry information across pages of our Site and avoid having to re-enter information.

Persistent cookies: To help us recognise you as a unique visitor (just a randomly generated number) when you return to our Site and to allow us to tailor content or advertisements to match your preferred interests. Within research surveys to ensure you are not invited to complete a questionnaire too often or after you have already done so.

HOW WE USE COLLECTED PERSONAL DATA

We collect and use personal data including name, email address, phone number, birthdate and any other information submitted by you via online or hardcopy forms to keep you informed of relevant information, work opportunities, events, surveys and promotions. Each email or SMS alert we send includes a link or number to change details of your subscription or unsubscribe.

IoTalents may also use Users' personal data for the following purposes:

To improve customer experience
- Personal data you provide helps us respond to your customer experience requests and support needs more efficiently.

To personalize user experience
- We may use information in the aggregate to understand how the users of our Site as a group use the services and resources provided on our Site.

To improve our Site
- We may use feedback you provide to improve our products and services.

To run a promotion, contest, survey or other Site feature
- To send you information you agreed to receive about topics we think will be of interest to you.

To evaluate suitability for work opportunities
- The information you provide in your curriculum vitae will be used and processed by or on behalf of IoTalents for purposes related to your registration of interest in current or future employment with IoTalents and for the processing of your application for employment with IoTalents clients.
- To facilitate the processing of your application for employment purposes. We will use personal information such as telephone number and or email address to contact you on job opportunities.

Marketing/ Optional Purposes
- From time to time, we may contact you via mail, electronic mail, telephone (call or SMS-Text), facsimile or social medial platforms, to inform you about our services and events that we think may be of interest to you.
- You can let us know at any time if you no longer wish to receive marketing materials (by informing us through hello@iotalents.com) and we will remove your details from our direct marketing database.
- Please note that we may still send you non-marketing messages such as surveys, customer-service notices and other service related notices.

SOCIAL NETWORKING SERVICES

You may register to join the Service directly via the Service or by logging into your account with a third party social networking service ("SNS") via our Service (e.g., Facebook, LinkedIn and other third-party services that let you sign in using your existing credentials with those services). If you choose to register via an SNS, or to later link your account with the Service to your account with an SNS, we will use the Personal Information you have provided to the SNS (such as your name, email address, gender and other information you make publicly available via the SNS) to create your account. Note that the information we collect from and through an SNS may depend on the privacy settings you have set with the SNS and the permissions you grant to us in connection with linking your account with the Service to your account with an SNS. Other than what we may share with the SNS as described below, the Personal Information an SNS has about you is obtained by the SNS independent of our Service, and IoTalents.com is not responsible for it.

The IoTalents.com Service also may permit additional interactions between it and a third-party website, service, or other content provider, such as enabling you to "like" or share content to a third party SNS. If you choose to "like" or share content, or to otherwise share information from or via our service with a third-party site or service, that information may be publicly displayed, and the third-party may have access to information about you and your use of our Service (and we may have access to information about you from that third party). These Features may collect your IP address, which page you are visiting on our site, and may set a cookie to enable the Feature to function properly. Your interactions with third parties through SNS or similar features are governed by the respective privacy policies of those third parties.

You represent that you are entitled to use your SNS account for the purposes described herein without breach by you of any of the terms and conditions that govern the SNS, and without obligating IoTalents.com to pay any fees or making IoTalents.com subject to any usage limitations imposed by such SNS. You can

disable the link between your IoTalents.com account and your SNS account at any time though the "Settings" section of our Service. Please note that your relationship with any SNS is governed solely by your agreement(s) with such SNS.

HOW WE PROTECT YOUR PERSONAL DATA

We adopt appropriate data collection, storage and processing practices and security measures to protect against unauthorised access, alteration, disclosure or destruction of your personal data, username, password, transaction information and data stored on our Site.

Some of your personal records may be kept, confidentially, on a database (e.g. computerised system). You consent to IoTalents, our partners and our external service provider(s), where applicable, holding and processing, both electronically and manually, the data which it collects relating to you for the above purposes, the purpose of its business and complying with applicable laws, regulations and procedures.

SHARING YOUR PERSONAL DATA

We may share your personal data with our affiliates, Singapore regulatory or governmental authority or any other third party where such disclosure is necessary for, or ancillary to, compliance with any applicable laws, IoTalents's use of your personal data for the purposes set out in this Privacy Policy, provided that such disclosure is in compliance with the data protection laws of Singapore in force from time to time.

THIRD PARTY WEBSITES

You may find advertising or other content on our Site that link to the sites and services of our partners, suppliers, advertisers, sponsors, licensors and other third parties. We do not control the content or links that appear on these sites and are not responsible for the practices employed by websites linked to or from our Site. In addition, these sites or services, including their content and links, may be constantly changing. These sites and services may have their own privacy policies and customer experience policies. Browsing and interaction on any other website, including websites which have a link to our Site, is subject to that website's own terms and policies.

We are not responsible for the content and privacy practices of these other websites and encourage you to consult the privacy notices of those sites.

CHANGES TO THIS PRIVACY POLICY

IoTalents has the discretion to update this privacy policy at any time. When we do, we will revise the updated date at the bottom of this page. We encourage you to frequently check this page for any changes to stay informed about how we are helping to protect the personal data we collect. You acknowledge and agree that it is your responsibility to review this privacy policy periodically and become aware of modifications.

UPDATING PERSONAL DATA

To ensure correspondence is not misdirected, you must assist IoTalents to have your correct and up to date details on file. Should you wish to confirm, verify, modify or update your details on your personal file, you should contact IoTalents. Changes to personal details can only be made on a written/email instruction from you.

YOUR ACCEPTANCE OF THESE TERMS

For users of this Site: By using this Site, you signify your acceptance of this policy and terms of service. If you do not agree to this policy, please do not use our Site. Your continued use of the Site following the posting of changes to this policy will be deemed your acceptance of those changes.

The above consents set out in this Privacy Policy shall be in addition to the purposes and disclosure that a reasonable person would consider appropriate in the circumstances.

CONTACTING US

If you have any questions about this Privacy Policy, the practices of this Site, or your dealings with this Site, withdraw your consent, access or update your personal data in relation to any personal data previously given to us, please contact our Data Protection Officer at T: 6778 5489 or E: hello@iotalents.com