

Privacy Policy

IoTalents.com knows that you care how information about you is used, and we appreciate your trust that we will do so with care and sensitivity.

This privacy policy covers the user of the website www.IoTalents.com(THE "SITE" OR "WEBSITE") provided by IoTalents Pte Ltd ("THE COMPANY").

IoTalents.com is an online marketplace where buyers and sellers meet and transact. The privacy policy below covers the details of how your personal data is stored, collected and received. It also states the measures taken by us to protect the information you provided in connection with the use of www.IoTalents.com and its services.

You must be 18 years or older to use this site or have permission from a legal guardian. Therefore, this policy makes no provision for individuals under 18 years old. IoTalents.com is very committed in protecting your privacy. Your information is collected, stored and disclosed as described in the details of this document. During registration to www.IoTalents.com and when you accept the privacy statement, you agree on your data being collected, disclosed and used as specified below.

Information Collection and Received

IoTalents.com will not sell or disclose your name or email address to third parties without your explicit consent, except as specified in this Privacy Policy.

IoTalents.com collects personal information when you register to use our services or to post content on our site. At registration you are asked for a username, password and a valid email address.

If you choose to post content on IoTalents.com, such as comments on forums or product items, list and dashboard, we will collect and store this information.

If you choose to post jobs on IoTalents.com, we collect information about your jobs. We also collect information related to feedbacks from both the Hirers and Talents of the website whenever a job completed.

IoTalents.com automatically receives and records information on our server logs from your browser, including your IP address, cookies and the pages you request. This data is only used in the aggregate.

IoTalents.com uses information for the following general purposes: products and services provisioning, billing, identification and authentication, services improvement, contact, research and anonymous reporting. IP addresses are automatically reported by your browser each time you view a webpage. Your IP address is stored in IoTalents.com's user registration databases when you register with us. IP addresses may be used for various research purposes.

Service-Related Announcement

Confirmation Email : IoTalents.com will send you welcome / confirmation email when you sign up for our services. Receipt of this email is required for using IoTalents.com's services.

Service-Related Announcement : IoTalents.com will send you service-related announcement when it is necessary to do so. For instance, if our service is temporarily suspended for maintenance, or when we have an unscheduled down time, we might send you an email.

Opt Out: You may not opt out from these communication related email.

Cookies

IoTalents.com uses cookies at certain pages of the site. 'Cookies' is a small file stored at your hard drive that will help us identify you whenever you signed in or added an item to the shopping cart. By using cookies, it allows us to better customized the user experience and also promote safer trading. There are certain features that require the use of 'cookies' to function. You may decline the user of 'cookies' using the browser settings, and if you do so, there are certain features on IoTalents.com that will not function. You will not be able to complete a purchase or transaction.

Our Disclosure of Your Information

We may disclose personal information to respond to legal requirements, enforce our policies, respond to claims that a listing or other content violates the rights of others, or protect anyone's rights, property, or safety. Such information will be disclosed in accordance with applicable laws and regulations.

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 through the "Settings" section of our Service. Please note that your relationship with any SNS is governed solely by your agreement(s) with such SNS.

Share of Your Information

We may share your personal information with:

- Third parties giving promotional offers: Sometimes we send offers to selected groups our users on behalf of other businesses. When we do this, we do not give that business your name and address
- Other third parties to whom you explicitly ask us to send your information (or about whom you are otherwise explicitly notified and consent to when using a specific service).
- Law enforcement or other governmental officials, in response to a verified request relating to a criminal investigation or alleged illegal activity. In such events, we will disclose information relevant to the investigation, such as name, city, postal code, telephone number, email address, User ID history, IP address, fraud complaints, and purchasing and listing history;
- Other business entities, should we plan to merge with or be acquired by that business entity. (Should such a combination occur, we will require that the new combined entity follow this privacy policy with respect to your personal information. If your personal information will be used contrary to this policy, you will receive prior notice.)

Without limiting the above, in an effort to respect your privacy and our ability to keep the community free from bad actors, we will not otherwise disclose your personal information to law enforcement, other government officials, or other third parties without a subpoena, court order or substantially similar legal procedure, except when we believe in good faith that the disclosure of information is necessary to prevent imminent physical harm or financial loss or to report suspected illegal activity.

Data Retention

IoTalents.com will retain your information for as long as your account is active or as needed to provide you services. If you no longer want IoTalents.com to use your information to provide you services, you may close your account. IoTalents.com will retain and use your information as necessary to comply with our legal obligations, resolve disputes, and enforce our agreements.

Privacy Policy Changes

IoTalents.com reserves the right to modify this privacy statement at any time, so please review it periodically. We'll communicate changes by posting a notice on the site. If we make material changes to this policy you will be notified here, by email, or other places IoTalents.com deems appropriate.