

Privacy Policy - Data Laboratories Pte Limited

This Privacy Policy ("Policy") describes how personal information is collected from users of the Data Laboratories Pte Limited (Data Labs) websites (collectively, the "Site") and the Data Labs products, including Talent Lab Software (collectively, the "Service"), operated by Data Labs ("we," or "us") and how that information is used and disclosed. We encourage you to read this Policy carefully before providing any personal information on the Site or Service.

Safe Harbor: The United State Department of Commerce and the European Commission have agreed on a set of data protection principles and frequently asked questions (FAQ) to enable U.S. companies to satisfy European Union (EU) law requirements for adequate protection of personal information transferred from the EEA to the United States. The privacy principles in this policy are based on the Safe Harbor Principles and Data Labs adheres to the Safe Harbor Principles as outlined below.

Information We Collect

We collect "personal information" about users of the Site and the Service in the normal course of our business. As used in this Policy, "personal information" is information that identifies or is capable of being associated with an identifiable person. Some examples of personal information include a user's name, address, and email address. Personal information does not include aggregate information or de-identified information. "Aggregate information" is information about the use of the Site, such as information collected about Site users, or a category of services or users, from which any personal information has been removed. An example of aggregate information would be a report stating that forty-seven percent of the Site's registered users identify themselves as male.

Most of the personal information we receive comes directly from users who register on the Site, use the Service or who otherwise voluntarily provide information to us in connection with various activities on the Site or Service. The information we request at registration includes, without limitation, name, e-mail address, company name, employee title.

We also automatically collect some information when you use the Site or Service. We log your IP address. If you reached the Site by clicking on a link or advertisement on another site, we also log that information. This helps us understand our users' interests and maximize our online exposure. All of this information is collected and used only as aggregate information; that is, it is entered into our database, where we can use it to generate overall reports on our users, but not individual reports that identify you

personally

Cookies, Web Beacons, and Similar Technologies

We may use cookies to identify Site and Service users and to customize their experiences on the Site and Service. Unless you provide your email address to us, our cookies contain no personally identifiable information about you. If you have provided your email address to us, however, our cookies may be used to identify you. We use cookies to help us understand how visitors use (and to help us to improve) the Site and Service. You may refuse to accept cookies from us by following the procedures specific to your Web browser. If you do so, your browser may react strangely and you may not be able to use some services on the Site or Service.

Additionally, we may use, and may allow third parties to use, Web beacons on the Site and Service to monitor the effectiveness of advertising or for other legitimate purposes. Web beacons, also known as "Web bugs," are small, graphic images on Web pages or Web-based documents or in email messages that allow us or third parties to monitor who is visiting the Site or Service. Web beacons collect the IP address of the computer that the Web beacon is sent to, the URL of the page the Web beacon comes from and the time it was viewed. Web beacons may be linked to your personal information.

We use the information we collect to:

1. contact you for administrative purposes or provide you with customer service;
2. complete transactions requested by you or to verify that you have submitted a review to our Service;
3. respond to any questions, problems or complaints, or request feedback;
4. organize the Site and Service to better serve you and customize or develop our products and services; and
5. send you emails pertaining to our verification process, our policies, and content that you submit.
6. to investigate and help prevent potentially unlawful activity or activity that threatens the network or otherwise violates our agreements;

Personal information provided on our Site or through the Service may be linked together or merged with other personal information we obtain about you so that we

may better understand your needs and inform you about our products or services and those of our business partners. In addition, if we receive personal information from third parties with whom we have business relationships, we may combine this information with the other personal information we maintain about you. In either case, this Policy governs this information.

Disclosure of Information

We do not rent, sell or disclose personal information to third parties without your prior consent, except as described in this privacy policy. We may share personal information when we have your consent to do so, when required by law, when required to protect our rights or property, as necessary to complete a transaction you have requested, or for marketing purposes. We reserve the right to use and disclose any non-personal information that we collect. We may use third party service providers to assist us with the administration of the Site or Service or to perform other services for us, including transaction processing and sending email. These third parties may be given or may have access to your personal information, but agree to receive and use such information solely to provide services to us or on our behalf.

We may use third parties, called third-party ad servers or network advertisers, to deliver ads to you on our behalf. These third-party ad servers may use cookies, web beacons or other technology to collect non-personally identifiable information about your visits to our Site or the Service in order to use it to present advertisements that may be of interest to you.

Information about our users, the Site and the Service is a business asset of Data Labs. Therefore, information about our users, including personal information, will be disclosed as part of any (a) merger or acquisition, (b) creation of a separate business to provide the Site or our Service, or to provide other services or fulfill products; (c) debt financing, sale or pledge of company assets, or (d) insolvency, bankruptcy or receivership in which personal information would be transferred as one of Data Labs' business assets.

We may release personal information when we believe release is appropriate to comply with the law (e.g., a lawful subpoena, warrant or court order); to enforce or apply our policies or any other agreement with a user; to initiate, render, bill, and collect for amounts owed to us; to protect our rights or property; to protect our users from fraudulent, abusive, or unlawful use of our Site or its services; to enforce contest, sweepstakes, promotions, or game rules; or if we reasonably believe that an emergency involving immediate danger of death or serious physical injury to any person requires disclosure of communications or justifies disclosure of records without delay.

Disclosure of Information

We provide our users with the ability to "opt-in" to receiving certain communications from us or having their information disclosed to third parties by indicating their preferences at the time of registration. If such user later wishes to change these preferences or access, change or delete their personal information we provide the following options:

To "opt-out" of receiving promotional e-mail from us, you can; (a) send an email to hello@data-labs.com with your request; or (b) click on the "unsubscribe" link in the email you receive from us.

To "opt-out" of receiving promotional mailings from us, you can: (a) send an email to hello@data-labs.com with your request.

To "opt-out" of disclosure to third parties for their direct marketing purposes, you can: (a) send an email to our hello@data-labs.com with your request.

Please note that opting out of receiving communications from us will not prevent you from receiving administrative communications, such as those concerning the operation of the Site or Service or about a review you have submitted.

Disclosure of Information

We do not intend, and the Site is not designed, to collect personal information from children under the age of 13. If you are under 13 years old, you should not register with or otherwise provide personal information to our Site or the Service.

Security

We use reasonable security measures in an effort to prevent loss, misuse and alteration of information under our control. We cannot, however, guarantee protection of all information against interception, misappropriation, misuse, or alteration, or that your information may be not be disclosed or accessed by accidental circumstances or by the unauthorized acts of others. Furthermore, we have no control over the security of other sites you might visit, interact with or do business with.

Policy Changes

We will modify this Policy if our privacy practices materially change in the future. We will notify you of such changes only by posting the new policy on our Site and indicating at the top of the Policy the date it was last updated. We encourage you to review the Policy each time you visit our Site or Service to see if it has been updated since your last visit to make sure you understand how personal information you provide will be used.

If you have any questions about this Policy, or the practices of or your dealings with the Site or Service, please contact us at the following address or email us at hello@data-labs.com