

TERMS AND CONDITIONS

We, at JANGA MEDIA Private Limited (India) (hereinafter, collectively referred to as "JML"), are committed to respecting your online privacy and recognize the need for appropriate protection and management of any personally identifiable information you share with us. This statement outlines how JML collects, uses, discloses and transfers personal information of users through its website or "Platform". This policy applies to those who visit the Platform, or whose information is received in connection with its services (such as contact information of individuals associated with JML, including partners) (hereinafter, collectively referred to as "Users"). For the purposes of the Privacy Policy, "**You**" or "**Your**" shall mean the person who is accessing the Platform.

Personal Information

"Personal information" (PI) - means any information relating to an identified or identifiable natural person, including common identifiers such as a name, an identification number, location data, and online identifier. Resume information which may additionally include: contact details including e-mail address and mobile number, work experience, educational qualifications, data relating to your current and past remuneration or salary, and a copy of your resume, etc.

Disclosure and Information Sharing

JML will not disclose to any third party, your name, address, e-mail address or telephone number without your prior consent, except to the extent necessary or appropriate to comply with applicable laws or in legal proceedings where such information is relevant (third parties include, enforcement, regulatory and judicial authorities). JML does not intend to transfer PI without your consent to third parties.

By registering on the Platform, you are consenting to the terms of this Privacy Policy, and you agree that JML may contact you or forward your resume to potential recruiters. For recruiters, this applies when the Platform determines a resume match for a particular job description/ vacancy available. For JML affiliate companies it applies to the extent required for our internal business and/or administrative purposes and/or general corporate operations and for provision of services.

Use of Personal Information

We will only use your personal data in a fair and reasonable manner, and where we have a lawful reason to do so. We may process your PI for the following purposes. To provide services and products to you, including sending job alerts, relevant search results; recommended jobs and/or candidates; provide you with customer support; improve the Platform and its content to provide better features and services; and to send you information about our products and services for marketing purposes and promotions.

Retention & Control of Personal information

Your PI will not be retained by JML any longer than it is necessary for the purposes of finding a job and will be processed and/or in accordance with legal, regulatory, contractual or statutory obligations as applicable.

You have the right to invoke your rights which are available to data principals or data subjects (as per applicable laws and regulations) in relation to your Personal Information which is being processed by JML.

JML provides you the ability to keep your PI accurate and up-to-date. If at any time you would like to a) rectify, update or correct your PI; b) access your Personal Information or exercise your right to data portability; or c) exercise your right to restrict the continuing disclosure of your PI to any third party by JML in certain circumstances, you are requested to contact us with a valid proof of your identity.

Confidentiality and Security

The security and confidentiality of your Personal Information is important to us and JML has invested significant resources to protect the safekeeping and confidentiality of your personal data. When using external service providers acting as processors, we require that they adhere to the same standards as JML does.

Regardless of where your Personal Information is transferred or stored, we take all steps reasonably necessary to ensure that personal data is kept secure.

We seek to ensure compliance with the requirements of the Information Technology Act, 2000 and Rules made there under, to ensure the protection and preservation of your privacy.

Password Protection

You are responsible for maintaining the confidentiality of your account access information and passwords and are not authorized to share your password or other account access information with any other party, temporarily or permanently.

Prohibited uses

The job posting and resume database features of SKRIBEJOBS may be used only for lawful purposes by individuals seeking employment and career information and employers seeking employees. It is strictly prohibited to transmit, post, distribute, store or destroy material, including without limitation; post any resumes or apply for any job on behalf of another party; solicit passwords or personally identifiable information from other users; use the Platform for any purpose other than as an employer seeking employees.

Disclaimer

JML does not store any account related information or any credit / debit card details. The company shall not be liable for any loss or damage sustained by Users as a result of any disclosure (inadvertent or otherwise) of any information concerning the User's account, credit cards or debit cards in the course of any online transactions or payments made for any products and/or services offered through the Platform.

In case any Personal Information is shared by you with JML, which is not requested by JML during registration, (whether mandatorily or optionally), JML will not be liable for any information security breach or disclosure in relation to such information.

Changes to this Privacy Policy

JML reserves the right to update, change or modify this Privacy Policy at any time and it will be effective from the date of publication or change.

