

Privacy Policy

We appreciate your visit to our portal. The protection and confidentiality of your data is very important to Dragnet Solutions Limited. We would therefore like to inform you in the following Privacy Policy about the nature, scope and purpose of the collection and processing of personal data on this portal.

1. Whom to Contact

i. Data Controller

Dragnet Solutions is the controller of your Personal Data. If you have any queries about your Personal Data, contact primarily the relevant recruiting personnel through provided contacts or channels. If you want to exercise your rights as described in the previous section of this Policy you may make a request in writing through provided contacts or channels. Dragnet may need to identify you and to ask for additional information to be able to fulfill your request.

ii. Data Protection Officer

If you have any questions about data protection, you can contact the Data Protection

Officer info@dragnet-solutions.com

This privacy policy informs you about how Dragnet processes information it collects about you. It sets out what kind of Personal Data Dragnet Solutions Limited may collect about you and how Dragnet Solutions Limited processes your Personal Data during its recruitment activities, and what rights you have in relation to such data. "Personal Data" means information relating to you or another identifiable individual.

Our products, services and websites may contain links to other companies' websites and

services that have privacy policies of their own. Dragnet is not responsible for the privacy practices of others and we recommend you read their privacy notices.

2. What Personal Data, Dragnet collect?

Dragnet collects Personal Data directly from you as well as from other available sources to the extent relevant and permitted by applicable local law. Dragnet endeavors only to collect Personal Data that are necessary for the purpose(s) for which they are collected and to retain such data for no longer than necessary for such purpose(s). Subject to applicable local law and practice, the categories of Personal Data that are typically collected and processed in the recruitment context are:

Information you provide: When you create an account on our portal or otherwise interact with Dragnet (either directly or through an agency or other third party), you may be asked to provide Dragnet with your information, such as;

- your name, street address, telephone number and email address and other contact details;
- your education, e.g. educational details and qualifications, third party references;
- your preferences, (e.g. areas of interest as well as your preferred ways to be contacted by Dragnet); as well as
- your user identity, e.g. user names and other such information used in connection with authenticating you
- Depending on the location of the position, you may be offered the opportunity to provide diversity data such as race, gender. Provision of this diversity data is optional and no decision will be made on the basis of this data.

When registering or completing and submitting a profile or application on the Site, you agree to provide current, complete, and accurate information about you. If any information you provide is untrue, inaccurate, not current or incomplete, Dragnet has the right to terminate your account,

not share or provide Your information to any entities providing or sponsoring financial aid, awards or scholarships, and/or decline to provide any and all future use of the Site by You.

3. What will Dragnet do with your Personal Data? Dragnet will collect, use, store and otherwise process your Personal Data for the purposes of recruitment or resourcing activities. Additionally, your Personal Data may be processed for other purposes you have consented to. Whenever necessary and subject to statutory record-keeping requirements, Dragnet will delete and/or anonymize personal data that are no longer needed. If Dragnet has not seen any recent activity on your profile, we may delete your profile after a reasonable time in compliance with applicable laws. Otherwise we will maintain your profile as long as you retain it actively in our systems.

4. Dragnet will process your Personal Data for the following purposes:

- Communicating with you, in context of recruitment activities, such as:
- To obtain additional information when necessary;
- To inform you of available vacancies;
- To provide you with information relating to your application and to fulfill your requests.
- Managing recruitment and resourcing activities, including activities related to organizational planning. In the course of recruitment activities, we may use your information:
- To set up and conduct interviews and assessments;
- Or as otherwise necessary in context of recruitment activities
- We may use your Personal Data to develop and improve our recruitment processes, websites and other related services. If feasible, we use aggregated anonymous information in context of the development activities.

6. How is Sensitive Information treated?

Dragnet aims to limit the collection of Sensitive Information and shall only collect Sensitive Information if Dragnet has a legal justification for processing it, or if it is collected and processed with your express consent.

7. Who has access to your data? It is Dragnet's responsibility to implement appropriate access control measures to ensure that your Personal Data is only accessed by persons having a clear need to know such information.

8. Transfer of your Personal Data

i. Dragnet will not sell, lease, rent or otherwise disclose your Personal Data except as provided in this section:

ii. Consent: Dragnet may share your Personal Data if you have given your consent for Dragnet to do so.

iii. Other Dragnet may disclose your personal data if it is necessary to protect your vital interests.

Dragnet may also disclose and otherwise process your Personal Data in accordance with applicable law to defend Dragnet's legitimate interests, for example, in legal proceedings.

9. What steps are taken to safeguard Personal Data? Privacy and security are key considerations for Dragnet. We have assigned specific responsibilities to address privacy and security related matters. Also, we limit access to our data bases containing Personal Data to authorized persons having a justified need to access such information.

10. Data quality We take reasonable steps to keep the Personal Data we possess accurate and to delete incorrect or unnecessary Personal Data.

11. Your rights With respect to the processing of your Personal Data, you will always have the rights as provided by applicable local law. In addition, this Policy provides you with the following rights;

i. **Right to access:** You are entitled to be informed of what Personal Data Dragnet holds about you, the purposes for which they are being processed and categories of recipients to whom they are being or may be disclosed. If Dragnet declines to provide access to any of the Personal Data you request, you will be provided with the reasons for such a decision.

ii. **Right to request correction and deletion:** Subject to applicable local law, you may be entitled to request Dragnet to rectify, delete or block (as appropriate) your Personal Data that is incorrect, incomplete or unnecessary.

iii. **Right to withdraw consent:** The data processing is based on your consent; you may withdraw that consent at any time. Withdrawal of that consent will not affect the lawfulness of processing based on that consent prior to its withdrawal.

12. Changes to this Policy Dragnet may from time to time change this Policy or change, modify or withdraw access to this site at any time with or without notice. However, if this Policy is changed in a material, adverse way. We recommend that you re-visit this Policy from time to time

to learn of any such changes to this Policy.

“Personal Data” means any information relating to an identified or identifiable natural person (‘data subject’); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person; It can be anything from a name, address, a photo, an email address, bank details, posts on social networking websites, medical information, and other unique identifier such as but not limited to MAC address, IP address, IMEI number, IMSI number, SIM and others;

Privacy

When registering or completing and submitting a profile or application on the Site, You agree to provide current, complete, and accurate information about You. If any information You provide is untrue, inaccurate, not current or incomplete, Dragnet has the right to terminate Your account, not share or provide Your information to any entities providing or sponsoring financial aid, awards, educational competitions, or scholarships, and/or decline to provide any and all future use of the Site by You.

Warranty Disclaimer

DRAGNET HEREBY DISCLAIMS ALL WARRANTIES. DRAGNET IS PROVIDING THE SITE AND THE SERVICE ON AN “AS IS” AND “AS AVAILABLE” BASIS WITHOUT WARRANTY OF ANY KIND. USE OF THIS SITE COMES AT NO ADMINISTRATIVE COST TO THE APPLICANT. YOU ASSUME THE RISK OF ANY AND ALL DAMAGE OR LOSS FROM USE OF, OR INABILITY TO USE, THE SITE OR THE SERVICE. TO THE MAXIMUM EXTENT

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AMENDMENT

Dragnet reserves the right to amend this Privacy Statement at any time. Please visit our portal for the most recent version of this Privacy Statement.