

WurkNet Private Limited

Privacy Policy

Last update: May 1st, 2020

Welcome to: www.worknetwork.in

Please read this privacy policy (the "Policy") carefully to understand how we use your personal information. If you do not agree with this Policy, you may not use www.worknetwork.in and services offered by Wurknet private limited (Collectively referred to "Software"). By accessing or using the Software, you agree to this Policy & the Terms & Conditions of the Software. This Policy may change from time to time; any changes we make to this Policy will be posted on the Software, we may also take any other steps, to the extent required by applicable law, including notifying you and/or seeking your explicit consent to material changes. Changes to this Policy are effective as of the stated "Last Updated" date. Other than where we have sought such explicit consent from you, your continued use of the Software after we make changes will constitute acceptance of, and agreement to be bound by, those changes, so please check the Policy periodically for any updates or changes.

None of the terms herein shall be deemed to contradict or nullify the terms set out in our Terms and Conditions page. And Similarly, the terms therein, shall not nullify the terms herein. In case of contradiction, the Company shall have the right to determine the applicable interpretation and application of a given term(s).

EXTRACT

At WurkNet Private Limited ("Company") we care about your privacy. We do not sell or rent your personal information to third parties for their direct marketing purposes without your explicit consent. We do not disclose it to others except as disclosed in this Policy or required to provide you with the services of the Software, meaning - to allow you to buy, sell, share the information you want to share on the Software; to contribute on the forum; pay for products; post reviews and so on; or where we have a legal obligation to do so. We collect information that you provide us or voluntarily share with other users, and also some general technical information that is automatically gathered by our Software, such as IP address, browser information and cookies to enable you to have a better user experience and a more personalized browsing experience.

Information that you choose to publish on the Software (photos, videos, text, music, reviews, deliveries, services offered, prices) - is no longer private, just like any information you publish online. Technical information that is gathered by our systems, or third party systems, automatically may be used for Software operation, optimization, analytics, content promotion and enhancement of user experience. In accordance with applicable local law, we may use your information to contact you - to provide notices related to your activities, or offer you promotions and general updates. Your personal information may be stored in systems based around the world, and may be processed by third party service providers acting on our behalf. These providers may be based in countries that do not provide an equivalent level of protection for privacy as that enjoyed in the country in which you live. You can exercise your rights over your personal information, More details about the rights applicable to you are in the

subsequent section of the Policy. The above are just the highlights. We encourage you to read more about the information we collect, how we use it, understand the meaning of cookie and more below.

COMPLETE POLICY

The Company respects your privacy and is committed to protect the personal information of its users - buyers, sellers, Experts, Users, and other visitors browsing the Software ("Users"). We believe that you have a right to know our practices regarding the information we collect when you visit and/or use the Software. This Policy explains our privacy practices for the Software. By accessing and/or using the Software and its related sites, applications, services, goods and/or registering for an account and/or using it as a collaborator to share comments on a specific project and/or registering to our affiliate or Expert or similar program, you agree to the terms and conditions of this Policy, including to our collection, use, disclosure, processing and retention of your personal information. You can also learn how to limit sharing of information in this Policy.

Information We Collect

When you use to the Software, we ask you to provide certain personal information, including a valid email address, Facebook, LinkedIn, Apple or google account log in details and username. We may ask you to provide or otherwise collect additional information that you provide us, such as, your profile details, physical address, telephone number or other contact details, financial information (such as payment method and credit card number), details about other social networks linked accounts, details about your listed services, purchases, education, profession and expertise, and additional authentication information (such as your government issued ID, passport, or driving license, as permitted by applicable laws). We also collect information about your communications with the Company as well as communication with other Users of the Software. In addition, we collect information while you access, browse, view or otherwise use the Software. In other words, when you access the Software we are aware of your usage of the Site, and gather, collect and record the information relating to such usage, including geo-location information, IP address, device and connection information, browser information and web-log information, and all communications recorded by Users through the Software. We use that information to enhance user experience, personalize your browsing experience as well as monitor the SOFTWARE for preventing fraud and inappropriate content or behaviour. We also collect supplemental information obtained from third parties such as demographic and navigation data, if applicable. Additionally, in order to improve your online experience at the Software, we have implemented impression reporting. While you view any content, we gather user Global Unique Identifier, HTTP request data like, user agent, IP, host, url, country/continent from which request made, browser info, device/operating system/operating system version. Once you register, your username and additional information regarding your activity is made public and is visible to all Users of the Site. This information includes photos you upload, your published portfolio, service information, ratings, services provided, prices and additional information you may choose to add to your profile. All information gathered as a result of you accessing/using (as applicable) the Software is considered public information.

How do we collect Information?

You directly provide us with most of the information we collect. You do this by filling out the registration details on the Site, linking to your account on our Site to accounts of other social networks, completing application forms, listing services, chatting, and customer surveys (if any) as well as by posting, interacting with other Users, obtaining or providing service and sharing additional information voluntarily. This can include information about Sellers and their services, User's location, education and profession, sharing of portfolio, ratings and feedbacks by Buyers and anything you choose to add to your user profile or added by another User to your profile. We also collect technical information indirectly and automatically through our systems. This information includes logging your Internet Protocol (IP) address, software configuration, operating system and use of cookies (cookies are small files sent from us to your computer and sometimes back). Cookies ultimately help us improve your navigation and ease of use of our Site. You can find further information about Cookies in this Policy below, under 'Cookies'. We also collect information from third party vendors and/or partners and/or other commercially available sources such as data aggregators and public databases , who provide us data to supplement the information we collect about you, in accordance with applicable laws. For example, we may receive fraud warnings from service providers for our fraud prevention and risk assessment efforts. If you link, connect, or login to the Software with a third-party service (e.g. Google, Facebook, LinkedIn, Apple), we receive certain information, such as your registration and profile information from that service. This information varies and is controlled by that service or as authorized by you via your privacy settings at that service. We also receive certain information about you, if you are invited to the Software by another user (for example, as part of our collaboration tools and referral program), in such case we will receive limited information, such as your email address or other contact information, and we will use it for the same purpose it was provided and in accordance with the Terms & Conditions & this Privacy Policy.

Do Not Track

Do Not Track (DNT) is a privacy preference that users can set in some web browsers, allowing users to opt out of tracking by websites and online services. We do not honor browser requests not to be tracked online (known as "Do Not Track"), but our cookie policy below describes how you can opt out of receiving cookies.

How do we use the Information collected?

Where relevant under applicable laws, all processing of your personal information will be justified by a "condition" for processing. In the majority of cases, processing will be justified on the basis that:

- you have provided your consent for us to use your personal information.
- our use of your personal information is necessary to perform a contract or take steps to enter into a contract with you (e.g. to provide you with services which you have purchased, enable you to access the Software , obtain services, interact with other Users);
- the processing is necessary to comply with a relevant legal obligation or regulatory obligation that we have (e.g. fraud prevention);

- the processing is necessary to support our legitimate interests as a business (e.g. to improve our services to you), subject to your interests and fundamental rights and provided it is conducted at all times in a way that is proportionate.
We will use your personal information for the following purposes:
- to provide you with quality service and security, to operate the Software and to perform our obligations to you. For example, we use the information collected from you to verify your identity. We also use this information to establish and set up your account, verify or re-issue a password, log your activity, enable your communications with other members, provide customer support and contact you from time to time. The information helps us develop and improve our services to you and customize and personalize your experience (including by making gig suggestions, ranking search results, etc.).
- to ensure marketplace integrity, prevent fraud and maintain a safe and secure marketplace. For example, we use your information to try & track and prevent fraudulent activities and other inappropriate activities and, monitor content integrity, conduct security investigations and risk assessments, verify or authenticate information provided by you, enforce our Terms & Conditions and comply with applicable laws. We conduct certain behavioural analytics to achieve the above objectives and in limited cases, if we detect activity that we think poses a risk to the Software, other users, our community, or third parties, automated processes may restrict or limit your ability to use the Software. If you would like to challenge any such decision, please contact us using the tool on the homepage.
- to promote and advertise the Software. For example, we use the information collected from you for the purpose of sending direct marketing messages (as detailed below), to show you information that may be of interest to you, to organize and facilitate referral programs, contests or other promotional activities or events.
- to maintain appropriate business records, to comply with lawful requests by public authorities and to comply with applicable laws and regulations or as otherwise required by law.

Direct marketing:

- We use your personal information to send you direct marketing communications about our products, services or promotions that may be of interest to you or our related services. This may be via email, post, SMS, telephone or targeted online advertisements.
- In most cases our processing of your personal information for marketing purposes is based on our legitimate interest, although some cases (such as where required by law) will be based on your consent. You have a right to prevent direct marketing of any form at any time - this can be exercised by sending us an email using the contact us information on the homepage of the website.
- We take steps to limit direct marketing to a reasonable and proportionate level, and to send you communications which we believe may be of interest or relevance to you, based on the information we have about you.

How long do we keep your information? We apply a general rule of keeping personal information for a duration as determined in a case to case basis and at the sole discretion of the Company. We may retain your information for the following purposes:

- as long as it is necessary and relevant for our operations, e.g. so that we have an accurate record of your dealings with us in the event of any complaints or challenge; and
- in relation to personal information from closed accounts to comply with applicable laws, prevent fraud, collect any fees owed, resolve disputes, troubleshoot problems,

assist with any investigation, enforce our Site terms and take other actions as permitted by law.

Sharing Personal Information with Third Parties

We do not sell or rent your personal information to third parties for their marketing purposes without your explicit consent. We combine your personal information with information we collect automatically or obtain from other companies and use it to improve and personalize our services, content and advertising and/or to prevent fraud. If you do not wish to receive marketing communications from us, you can opt-out by contacting us using information available on the the Software. We provide your personal details to third parties, only in order to operate the Software, provide our services to you, fulfil obligations imposed on us by applicable laws and regulations, and prevent fraud and illegal activities, as detailed below:

We share your information with service providers that provide us with services for the purpose of operating the Software, opening and operating your account as well as providing ancillary services (example - payment vendors, CRM systems, forum hosting, community management services, IT SaaS services, mailing systems or technical consultants). Our contracts with these service providers do not permit use of your information for their own (marketing) purposes. Consistent with applicable legal requirements, we take commercially reasonable steps to require third parties to adequately safeguard your personal information and only process it in accordance with our instructions;

- We share your information with payment processors, fraud detection agencies and similar third parties for the purpose of securing the site and protecting it against fraud, unauthorized transactions (such as money laundering), claims or other liabilities;
- We share your information to help facilitate interactions between Users. For example if you are a Buyer we may share certain information about you (such as the fact it is your first purchase on the site) with the Seller to ensure the services you receive from the Seller will fit your needs.
- We share your information with the Company corporate affiliates that are related by common control for the purpose of operating the Software, providing our services to you and for other purposes determined to be in the best interest of the User by the Company; and
- Your personal information will also be disclosed if we go through a business transition such as a investment, merger, sale, transfer of all or a portion of the Companies / Sites assets, acquisition, bankruptcy or similar event. In the event that we sell any business or assets, we will disclose your data to the prospective buyer. If we or substantially all of our assets are acquired by a third party, information held by us about our users will be one of the transferred assets.

Please note, your profile information and additional information regarding your activity is made public and is visible to all Users of the Site. When you publish your information and/or share your data with other Users, you do so at your own risk. While we strives to protect your privacy and our we cannot ensure that your data is not transmitted/ shared or misused by other Users/

Storage of Information

Some or all of the personal information you provide to us will be stored or processed on our behalf by third party suppliers, such as Amazon Web Services, Stripe and data processors and may be located in other jurisdictions, such as India, United States, Israel

or other parts of the world, whose laws may differ from the jurisdiction in which you live.

By using our Software you also agree to the Terms & Conditions & Policies of Stripe & Amazon Web Services.

Cookies

When you visit the Site, we may use or third party applications integrated on the Software, which may use industry-wide technologies such as 'cookies' (or similar technologies), which store certain information on your computer and which will allow us, among other things, to enable automatic sign-in to the Software, make your browsing much more convenient and effortless and allow us to test user experience and offer you personalized browsing or promotions. By continuing to use this Software, you are agreeing to our placing cookies on your computer or device in accordance with the terms of this Policy. The Software uses cookies to collect statistical data about its use, to tailor the Software's functionality to suit personal preferences and to assist with various aspects of Software operation. These files contain a variety of information such as information about the webpages visited by you, the length of time you visited the Software, data about how you came to visit the Software, areas viewed by you within the Software, and additional information.

Blocking or Deleting Cookies

We shall store a cookie on your computer or device to remember this for next time, so that we can store your preferences and save you time on subsequent visits by eliminating the need to repeatedly enter the same data. You may set your browser to block all cookies, including cookies associated with our Software, or to indicate when a cookie is being set by us. You should do this through the browser settings for each browser you use. Please be aware that some of our services will not function if your browser does not accept cookies. However, you can allow cookies from specific websites by making them "trusted websites" in your internet browser.

External Links

Please note that the Site contains links to third party sites and if you link to a third party site from the Software, any data you provide to that site and any use of that data by the third party are not under the control of the Company or Software and are not subject to this Policy. You should consult the privacy policies of each site you visit. This Policy applies solely to personal information collected by our Software. If you upload content, including your personal information, to a social network and then tag the Software, your submission will be subject to that social network's terms of use and privacy policy, even where you post on an official Company or Site page on the social network. We do not have control over these terms of use and privacy policies and have not reviewed their adequacy. You should therefore review these before submitting any personal information.

Security

We take great care in maintaining the security of the Software and your information and in preventing unauthorized access, loss, misuse, alteration, destruction or damage to it through industry standard technologies and internal procedures. However, the transmission of data via the internet is not completely secure, and although we will do our best to protect your personal information, we cannot guarantee the security of your

data transmitted to the Software ; any transmission is at your own risk. Once we have received your data, we will use strict procedures and security features to try to prevent unauthorized access. Users who have registered to the Software agree to keep their password in strict confidence and not disclose such password to any third party. Further information about our data security practices can be provided on request.

Our Algorithm

To help you optimize your business or network, we have built a proprietary algorithm, which uses information on the content you share, consume, the actions you perform, the services you obtain/ provide, reviews, information about you on third party sites, & other information mentioned in this Policy. This information enables our algorithm to optimize the use of the software for you & other Users of the website.

Updating Your Information

We take steps to ensure that the personal information we collect is accurate and up to date, and we provide you with the opportunity to update your information through your account profile settings. In the event that you believe your information is in any way incorrect or inaccurate, please let us know immediately. We will make sure we investigate the matter and correct any inaccuracies as quickly as possible where necessary or give you ways to update it quickly or to delete it - unless we have to keep that information for legitimate business or legal purposes. When updating your personal information, we will ask you to verify your identity before we can act on your request. If for any reason you have a problem with deleting your personal information, please contact us and we will make reasonable efforts to delete any such information pursuant to any applicable privacy laws. You can review and change your personal information by logging into the Software and visiting your account profile page. If you delete any content supplied by you from the Software , copies of your content may remain viewable in cached and archived pages, or might have been copied or stored by other Software Users.

Contact Us

To exercise any of your rights in connection with your personal information or request any information about using the Software, the Privacy policy or Terms & Conditions, we kindly ask that you contact us using the information publicly available and on the homepage of the website. We will process any requests in line with any local laws and our policies and procedures.