

# PRIVACY POLICY

## PRIVACY POLICY

The purpose of Umbiie is to connect contract workers with companies in a more streamlined and effective process, creating more work opportunities. Umbiie commits itself to being transparent about the data we collect, how it is used and with whom we share it.

This Privacy Policy will apply to you, should you decide to use our services (as described below).

## INTRODUCTION

As a user, you will allow Umbiie to share your personal and professional details with companies, in the attempt to secure a connection that will hopefully turn into a new contract between the user and company. Furthermore, allows the user to connect with training centres and medical practitioners with regard to securing future appointments.

We believe your business is no one else's. Your privacy is important to you and to us. So, we'll protect the information you share with us. To protect your privacy, Umbiie follows different principles in accordance with worldwide practices for customer privacy and data protection.

- We'll use state-of-the-art security measures to protect your information from unauthorized users.

## 1 . YOUR DATA

### 1.1 Data You Provide To Us

#### NOTICE

We will ask you when we need information that personally identifies you (personal information) or allows us to contact you. Generally, this information is requested when you create a Registration ID on the site or when you download free software and join a limited-access premium site. We use your Personal Information for four primary purposes:

- To make the site easier for you to use by not having to enter information more than once.
- To help you quickly find software, services or information.
- To help us create content most relevant to you.
- To alert you to product upgrades, special offers, updated information and other new services from Umbiie.

#### REGISTRATION

To create an account you need to provide data including your name, email address and/or mobile number, and a password. If you register, you will need to provide payment (e.g., credit card) and billing information.

#### Profile

You have to provide additional information on your profile, this information helps you to get more from our Services, including helping companies to connect with you. Please do not add personal data to your profile that you would not want to be publicly available.

#### Posting and Uploading

Umbiie collects personal data from you when you upload it to our Services, such as when you complete your profile and work history.

You don't have to post or upload personal data; though if you don't, it will limit your ability to connect with our network on the platform. You will not be asked to attach or upload any documents (e.g. passport copies, certification copies).

#### Partners

We receive personal data (e.g., your job title and work email address) about you when you use the services of our customers, such as employers or prospective employers and applicant tracking systems provide us with job application data

#### 1.2 Service Use

We log usage data when you visit or otherwise use our Services, including our sites, app and platform technology, such as when you view or click on content (e.g., learning video) or ads (on or off our sites and apps), perform a search, install or update one of our mobile apps, share articles or apply for jobs. We use log-ins, cookies, device information and internet protocol ("IP") addresses to identify you and log your use.

#### 1.3 Cookies and Similar Technologies

We use cookies and similar technologies to collect data to recognize you and your devices on, off and across different services and devices where you have engaged with our Services. We also allow some others to use cookies as described in our Cookie Policy. We also collect (or rely on others who collect) information about your device where you have not engaged with our Services (e.g., ad ID, IP address, operating system and browser information) so we can provide our clients with relevant information.

#### 1.4 Your Device and Location

We will receive data from your devices and networks, including location data.

When you visit or leave our Services (including some plugins and our cookies or similar technology on the sites of others), we receive the URL of both the site you came from and the one you go to and the time of your visit. We also get information about your network and device (e.g., IP address, proxy server, operating system, web browser and add-ons, device identifier and features, cookie IDs and/or ISP, or your mobile carrier). If you use our Services from a mobile device, that device will send us data about your location based on

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your phone settings. We will ask you to opt-in before we use GPS or other tools to identify your precise location.

## 2. How We Use Your Data

Your data gets used by us to provide, support, personalize and develop our Services.

We use the data that we have about you to provide and personalize our Services, including with the help of automated systems and inferences we make so that our Services can be more relevant and useful to you and others.

### 2.1 Access

We will provide you with the means to ensure that your personal information is correct and current. You may review and update this information at any time through your dashboard. There, you can:

- View and edit the personal information you have already given us.
- Update certification details,
- Add more roles and trades,
- Update your Employment history,
- Manage your account details

### 2.2 Services

Our Services help you connect with others, find contract opportunities, and get training and medical check-up appointments to ensure you are always on a date and ready to work.

### Stay Connected

We use data about you (such as your profile, profiles you have viewed or data provided) to help companies find your profile. You can also opt-in to allow us to use your precise location or proximity to others to ensure more possible contract connections and future training and medical check-ups.

It is your choice whether to invite someone to our Services, send a connection request, or allow another Member to become your connection. When someone connects with you, your match will include your basic profile information (e.g., name, profile photo, job title, region, work history and qualifications).

### 2.3 Marketing

We promote our Services to you and others.

In addition to advertising our Services, we use Members' data and content for invitations and communications promoting membership and network growth, engagement and our Services.

### 2.4 Communications

We enable communications between Members (companies, training centres and medical practitioners) once a match has been made or certification comes up for renewal. We will contact you

through email, mobile phone, notices

posted on our websites or apps, messages, and other ways through our Services, including text messages and push notifications. We will send you messages about the availability of our Services, security, or other service-related issues. We also send messages about how to use our Services, network updates, reminders, job suggestions and promotional messages from us and our partners. You may change your communication preferences at any time. Please be aware that you cannot opt out of receiving service messages from us, including security and legal notices.

### 2.5 Insights That Do Not Identify You

We use data to generate insights that do not identify you. We use your data to produce and share insights that do not identify you. For example, we may use your data to generate statistics about our members, their profession or industry, to calculate ad impressions served or clicked on, or publish visitor demographics for a Service or create demographic workforce insights.

### 2.6 Security and Investigations

We might use data for security, fraud prevention and investigations. We might use your data (including your communications) for security purposes or to prevent or investigate possible fraud or other violations of our service agreement and/or attempts to harm our Members, Visitors or others.

### 2.7 Customer Support

We use data to help you and fix problems.

We use data (which can include your communications) to investigate, respond to and resolve complaints and Service issues (e.g., bugs).

## 3. SECURITY

Umbiie has taken strong measures to protect the security of your personal information and to ensure that your choices for its intended use are honoured. We take strong precautions to protect your data from loss, misuse, unauthorized access or disclosure, alteration, or destruction.

We guarantee your e-commerce transactions to be 100% safe and secure. When you place orders or access your personal account information, you're utilizing secure server software SSL, which encrypts your personal information before it's sent over the Internet. SSL is one of the safest encryption technologies available.

Umbiie strictly protects the security of your personal information and honours your choices for its intended use. We carefully protect your data from loss, misuse, unauthorized access or disclosure, alteration, or destruction.

Your personal information is never shared outside the company without your permission, except under the conditions explained above. Inside the company, data is stored in password-controlled servers with limited access. Your information may be

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stored and processed in Umbiie or any other country where Umbiie Its subsidiaries, affiliates or agents are located.

You also have a significant role in protecting your information. No one can see or edit your personal information without knowing your username and password, so do not share these with others.

## 4. GDPR DATA PROTECTION RIGHTS

We would like to make sure you are fully aware of all of your data protection rights. Every user is entitled to the following: The right to access – You have the right to request copies of your personal data. We may charge you a small fee for this service. The right to rectification – You have the right to request that we correct any information you believe is inaccurate. You also have the right to request that we complete the information you believe is incomplete.

The right to erasure – You have the right to request that we erase your personal data, under certain conditions.

The right to restrict processing – You have the right to request that we restrict the processing of your personal data, under certain conditions.

The right to object to processing – You have the right to object to our processing of your personal data, under certain conditions. The right to data portability – You have the right to request that we transfer the data that we have collected to another organization, or directly to you, under certain conditions.

If you make a request, we have one month to respond to you. If you would like to exercise any of these rights, please contact us.

## 5. CCPA PRIVACY RIGHTS (DO NOT SELL MY PERSONAL INFORMATION)

Under the CCPA, among other rights, California consumers have the right to:

Request that a business that collects a consumer's personal data disclose the categories and specific pieces of personal data that a business has collected about consumers.

Request that a business deletes any personal data about the consumer that a business has collected.

Request that a business that sells a consumer's personal data, not sell the consumer's personal data.

If you make a request, we have one month to respond to you. If you would like to exercise any of these rights, please contact us.

## 6. THIRD-PARTY PRIVACY POLICIES

Umbiie's Privacy Policy does not apply to other advertisers or websites. Thus, we are advising you to consult the respective Privacy Policies of these third-party ad servers for more detailed information. It may include their practices and instructions about how to opt out of certain options.

You can choose to disable cookies through your individual browser options. To know more detailed information about cookie management with specific web browsers, it can be found at the browsers' respective websites.

## 7. CROSS-BORDER DATA TRANSFERS

We store and use your data outside your country. We process data both inside and outside of the United States and rely on legally-provided mechanisms to lawfully transfer data across borders. Countries where we process data may have laws which are different from, and potentially not as protective as, the laws of your own country.

## 8. ENFORCEMENT

If for some reason you believe Stiiint has not adhered to these principles, please notify us by email at [info@umbiie.com](mailto:info@umbiie.com), and we will do

our best to determine and correct the problem promptly. Be certain the words Privacy Policy are in the Subject line.

## 9. CUSTOMER PROFILES

As mentioned above, every registered customer has a unique personal profile. Each profile is assigned a unique personal identification number, which helps us ensure that only you can access your profile.

When you register, we create your profile, assign a personal identification number, and then send this personal identification number back to your hard drive in the form of a cookie, which is a very small bit of code. This code is uniquely yours. It is your passport to seamless travel across Umbiie, allowing you to visit premium sites without having to fill out registration forms with information you've already provided. Even if you switch computers, you won't have to re-register – just use your Registration ID to identify yourself.

## 10. WHAT WE DO WITH THE INFORMATION YOU SHARE

When you join us, you provide us with your contact information, including your email address. We use this information to send you updates about your order, questionnaires to measure your satisfaction with our service and announcements about new and exciting services that we offer. When you order from us, we ask for your credit card number and billing address. We use this information only to bill you for the product(s) you order at that time. For your convenience, we do save billing information in case you want to order from us again, but we don't use this information again without your permission.

Umbiie will disclose your personal information, without notice, only if required to do so by law or in the good faith belief that such action is necessary to (a) conform to the edicts of the law or comply with the legal process served on Umbiie or the site; (b) protect and defend the rights or property of Umbiie and its family of Websites, and, (c) act in urgent circumstances to protect the personal safety of users of Umbiie, its Websites, or the public.