

APPLICANT PRIVACY POLICY FOR SANKALPSIKSHA

Last updated: July 6, 2021

We appreciate your interest in our EdTech Platform, and we are committed to protecting your personal information. This Applicant Privacy Policy (“Privacy Policy”) explains how SankalpSiksha., (the “Company” or “we”) collects, uses and transfers or discloses personal information and non-personal information (“Information”) as the data controller for such Information that individuals who apply for a job with the Company (“applicants”) submit or that we collect.

The Company reserves the right to make changes to this Privacy Policy at any time by posting a modified version online at <https://www.sankalpsiksha.com>, so please review it frequently to ensure you are aware of any changes. If the Company makes a material change to this Privacy Policy, we will provide notice to you in our Privacy Policy as posted and on the job application website (the “Website”).

Scope of this Policy.

This Privacy Policy applies only to personal information that you provide, and that we collect from third parties, when you apply for a position with the Company. It does not apply to the use of the Company’s products and services (“SankalpSiksha Properties”).

Information We Collect About You.

To process your application, we ask you to provide personal information. While providing personal information is voluntary, some personal information may be necessary to complete an evaluation of your application; if it is not provided, we may not be able to consider you as a candidate

We may collect, store, and use the following categories of information about you:

Personal Identifiers: We collect your personal contact details such as name, mailing address, postal code, email address, telephone number, government identification number (such as passport number) and national identification or tax number.

We also collect contact information for the references you provide; it is your responsibility to obtain consent from your references before providing their personal information to the Company.

Protected Classifications: We may also collect your date of birth, gender, and some information that may be considered protected classifications or “special categories” of sensitive information in certain jurisdictions where permissible by local law, and if you choose to provide it.

Internet or Other Electronic Network Activity Information: We collect information about your use of the Company’s website. Please see the “cookies” section of the Activision Privacy Policy for further information on this topic.

Geolocation Data: We may collect geolocation data about you to the extent that your IP address reveals your general location.

Professional- or Employment-Related Information: We collect information about your professional- and employment-related background through the recruitment process (including copies of right to work documentation or other information that may be included in your resume, CV, cover letter, or related documents as part of your application to work at the Company). We also collect information that your references may provide to us about your past employment and job performance, as well as additional information from third parties who are lawfully entitled to share your information with us.

Education Information: We collect information about the educational institutions that you have attended, your level of education, degrees obtained, honours received, and subjects studied. We also collect and maintain information about any professional licenses you hold, certifications you receive, or additional education or training you have undertaken during your professional career. We may also collect information from third parties who are lawfully entitled to share your information with us.

How We Collect Your Personal Information.

We collect personal information about job applicants through the application and recruitment process, including directly from candidates, employment agencies, and references. We may collect additional information from third parties, including former employers, credit reference agencies, screening services, or other sources that provide employment verification services.

How We May Use Your Information.

We will use your personal information only as permitted by law and solely for the following purposes:

Accepting and evaluating applicant submissions for job postings;

Identifying potential applicants;

Reviewing your qualifications and making hiring decisions;

Conducting a background check, where permitted by and in accordance with applicable law;

Communicating with you (e.g., providing information regarding potential interview dates and notification of the results of the recruitment process);

Where you have asked us to do so, contacting you about vacancies at the Company which arise and for which we think you may be suitable. You can stop receiving these emails at any time by logging into your account and changing your email notification settings;

Keeping records related to our hiring practices for use in future recruitment activities and to ensure compliance with local laws;

Preparing an applicant's basic information materials for use in recruitment or hiring decisions after a decision to recruit the applicant has been made;

Complying with legal and regulatory obligations;

Responding to a warrant, subpoena, or other valid legal process;

Complying with other legal obligations, including verifying that you are legally permitted to work in the country where you are applying; and

Resolving disputes and/or as a part of a legal defines, if necessary.

With Whom We May Share Your Information.

Access to your personal information will be restricted to those members of the Company's staff, hiring managers and designated agents who have a need to know the specific information in question in order to carry out their responsibilities with regard to recruitment or applicable law. We may share some of your personal information for the purpose of undertaking a background check. Such sharing will only take place where background checks are permitted or required under the law. We will share your personal information with service providers or data processors that we engage to process Information on our behalf. Upon request or pursuant to our legal obligations, your personal information may also be disclosed to governmental entities in compliance with applicable laws, such as to those agencies authorized to review and enforce equal opportunity laws. We do not disclose applicants' personal information to job banks or to other companies without your prior consent.

Your Rights.

You may send us an email asking us to access, update, or delete your personal information at .com. However, we may still retain some personal information to comply with legal and regulatory requirements and to resolve disputes; in this case, your personal information will not be used for any other purpose.

Security Measures.

The Company has implemented a range of physical, administrative, and technical measures designed to protect your personal information from accidental loss and from unauthorized access, use, alteration, and disclosure. In addition, we request that service providers who process personal

information on our behalf adopt a range of security measures designed to help protect your Information.

Employment Disclosures.

All open jobs offered by the Company are subject to specific job skill requirements. The job skill requirements, qualifications and preferred experience are determined by the office offering the position. The Company is an equal opportunity employer, and all hiring decisions are subject to federal, provincial, state, and local employment laws and regulations, including immigration laws pertaining to work authorization requirements and any other applicable government permissions or compliance. All qualified applicants will receive consideration for employment without regard to gender, race, colour, national origin, ancestry, religion, creed, physical or mental disability, pregnancy, sexual orientation, gender identity, gender expression, marital status, medical condition, military status, veteran status, age, or any other ground of discrimination prohibited by applicable law.

Contacting Us.

To contact us, you can send us an email on SankalpSiksha@yahoo.com

I hereby acknowledge that I am satisfied that this Applicant Privacy Policy be drawn up in the English language.