



PRIVACY POLICY

Last Updated: May 27, 2018

Introduction

ZEBRA PROFESSIONAL values the trust our candidates when they give us consent in accessing their personal data for job applications. The Privacy Policy describes how we work to maintain that trust and protect that information.

In particular, this Privacy Policy details our collection, use and disclosure of personal and non-personal data you provide to ZEBRA PROFESSIONAL when you access or use ZEBRA PROFESSIONAL's online and/or mobile services and websites, and software provided by ZEBRA PROFESSIONAL on or in connection with such services or websites (collectively, the "Site").

For the purposes of this Privacy Policy, "ZEBRA PROFESSIONAL" or "we" means ZEBRA Strategic Outsource Solution Ltd. and its subsidiary ZEBRA PROFESSIONAL.

Personal Data and Non-Personal Data

Personal data ("Personal Data") refers to any information that identifies you as a specific individual, and non-personal data ("Non-Personal Data") refers to any information that does not identify you as a specific individual. Please note that at all times ZEBRA PROFESSIONAL will adhere to the applicable statutory definition in determining what is and is not Personal Data for the purposes of this Privacy Policy. Where this Privacy Policy refers to "information" or "your information" this may include both Personal and Non-Personal Data.

The Scope of ZEBRA PROFESSIONAL's Privacy Policy

This Privacy Policy covers only data that we collect through the Site, and not any other data collection or processing, including, without limitation, the data collection practices of any affiliate or other third party, including any third-party operators of web pages to which the Site links, and any information that we collect offline or through any websites, products, or services that do not display a direct link to this Privacy Policy.

Occasionally, we may refer to this Privacy Policy in notices on the Site, including special purpose web pages, mobile applications, or other resources, for example, if we invite you to submit ideas to improve the Site. This Privacy Policy applies to information collected by us through such special purpose resources, as modified in the particular notice (e.g., with respect to the types of data



collected or our uses or disclosures of such information). ZEBRA PROFESSIONAL may amend this Privacy Policy at any time.

Changes to the Privacy Policy

Please review the “Last Updated” legend at the top of this page to determine when this Privacy Policy was last amended. Any changes to this Privacy Policy will become effective on the “Last Updated” date indicated above. By using the Site or providing information to us following such changes, you will have accepted the amended Privacy Policy. If ZEBRA PROFESSIONAL is going to use Personal Data collected through the Site in a manner materially different from that stated at the time of collection, then ZEBRA PROFESSIONAL will notify users via email and/or by posting a notice on ZEBRA PROFESSIONAL’s Site for 30 days prior to such use or by other means as required by law.

Information Collected

You provide different types of information in order for ZEBRA PROFESSIONAL to provide our services, products and features to you.

Information You Provide to ZEBRA PROFESSIONAL

From Your User Account via ZEBRA PROFESSIONAL

We collect data from you when you create an ZEBRA PROFESSIONAL account, request information, subscribe for a service, participate in a survey, post a rating or review, post a question or answer, post a resume, complete an ZEBRA PROFESSIONAL Assessment, upload content or otherwise actively send us data on our Site. This may include, but is not limited to, your user name, password, first and last name, email address, telephone number (including mobile phone number), street address, gender, occupation, interests, messages you send to users, and any other data included in a submitted profile or resume, including but not limited to application materials and answers to screener questions submitted to Employers through ZEBRA PROFESSIONAL and answers you give to any questionnaires sent to you, which you answer.

Through Your Activity on ZEBRA PROFESSIONAL

In addition, as part of the standard operation of the Site, ZEBRA PROFESSIONAL may collect and analyze information from your computer or mobile device and actions taken on the Site, including, but not limited to, your resume, your searches on ZEBRA PROFESSIONAL, the titles of jobs you search, click on or apply to, where those jobs are located, salary interest or experience, the general



salary range or experience level of the jobs you view (where indicated), your activity time on the Site and each page, page views, clicks, taps, session activity, browser type, operating system, type of device, MAC address, IP address and the domain name from which you accessed the Site.

When Using Automated Screening

If you use any automated screening product, ZEBRA PROFESSIONAL will record and store your answers to an Employer's screening questions and will forward your answers to the Employer. Where you wish to use such a product, you will agree in advance to ZEBRA PROFESSIONAL assessing to and analyzing the data in accordance with this Privacy Policy.

Information Collected When You Apply for Jobs or Access ZEBRA PROFESSIONAL from Some Third-Party Websites

When You Apply to Jobs on Some Third-Party Sites

ZEBRA PROFESSIONAL may also collect information about web sites and web pages you visit through our mobile software or while using ZEBRA PROFESSIONAL for Chrome, and this may include third-party sites and web pages. We only do this in order to allow a Job Seeker to keep a record of particular Job Listings of interest, to detect a job application form on a third-party website to give a Job Seeker the option to auto-fill parts of the form using ZEBRA PROFESSIONAL Resume, or to confirm an application.

When You Log In or Use ZEBRA PROFESSIONAL from Some Third-Party Sites

You may also create an account or log in to your ZEBRA PROFESSIONAL account using third-party websites including, but not limited to, Facebook, LinkedIn or Google. If you do not already have an ZEBRA PROFESSIONAL account but log in to ZEBRA PROFESSIONAL using your Facebook, LinkedIn or Google account, this creates an ZEBRA PROFESSIONAL account using the same email address used in your Facebook or Google account. If you agree to provide this information to ZEBRA PROFESSIONAL, Facebook, LinkedIn or Google will authenticate you and redirect you to ZEBRA PROFESSIONAL's Site. Please note, when you log in to ZEBRA PROFESSIONAL using your Facebook or Google account, Facebook, LinkedIn or Google will cookie you in order to authenticate you as a Facebook, LinkedIn or Google user.

By accessing ZEBRA PROFESSIONAL through your Facebook, LinkedIn or Google account, you understand that Facebook, LinkedIn or Google will share certain data detailed above in this paragraph for the purposes of authentication to



permit you to access our Site in a secure manner. You may stop this at any point from your Facebook, LinkedIn or Google account. This information will be considered ZEBRA PROFESSIONAL account information for purposes of your use of the Site.

You have the ability to disable the connection between your Facebook, LinkedIn or Google account and your ZEBRA PROFESSIONAL account at any time by accessing your privacy settings on your Facebook, LinkedIn or Google account. For example, Facebook may also ask for your permission to share certain other details with ZEBRA PROFESSIONAL, including but not limited to your name, profile picture, public profile information, and email address. For those users that avail of ZEBRA PROFESSIONAL specifically, Facebook may ask for permission to share your friends list, and ZEBRA PROFESSIONAL may use some of this data to connect you with other users of ZEBRA PROFESSIONAL.

PLEASE NOTE THAT YOUR RELATIONSHIP WITH FACEBOOK, LINKEDIN OR GOOGLE OR ANY OTHER THIRD-PARTY WEBSITE IS GOVERNED SOLELY BY YOUR AGREEMENT WITH SUCH THIRD-PARTY WEBSITE.

Any Other Personal Data ZEBRA PROFESSIONAL May Receive from Third Parties

Any Personal Data that ZEBRA PROFESSIONAL may obtain from other third-party sources will be processed by ZEBRA PROFESSIONAL in accordance with this Privacy Policy and all applicable laws.

Storage of Your Information

ZEBRA PROFESSIONAL shall retain users' Personal Data to the extent such retention is adequate, relevant and limited to what is necessary for the purposes for which they are processed. In particular, ZEBRA PROFESSIONAL shall not retain Personal Data for any longer than necessary for the purposes of performing the processing outlined in this Privacy Policy.

If you create an ZEBRA PROFESSIONAL account, your information may be collected and stored in a manner that connects to your account email address. ZEBRA PROFESSIONAL may also create and assign to your device an identifier that is similar to an account number. We may collect the name you have associated with your device, device type, telephone number, country, and any other information you choose to provide, such as user name, email address, or zip code. For example, while using a mobile device to access ZEBRA PROFESSIONAL, ZEBRA PROFESSIONAL may provide a Job Seeker with relevant job postings that are located within the same zip code as where this activity is



taking place. The collection of this data is solely used in accordance with the purposes outlined in this Privacy Policy, to the extent applicable.

ZEBRA PROFESSIONAL may also store the information on its equipment or the equipment of third parties that ZEBRA PROFESSIONAL has a relationship with. Such storage services will be governed by appropriate protections, as required by applicable rules.

What Personal Data is Required

ZEBRA PROFESSIONAL will indicate to you at the point of provision as to whether or not particular Personal Data provided by you is required in order to provide particular ZEBRA PROFESSIONAL services or features to you. Where Personal Data that is required is not provided by you then the particular feature or service may not be available to you.

The Legal Basis on Which ZEBRA PROFESSIONAL Collects Your Personal Data

ZEBRA PROFESSIONAL collects and processes your Personal Data on the basis of different legal grounds, depending on the nature of the Personal Data being provided and the type of processing involved. More information is provided on this here.

Performance of a Contract

Most of the Personal Data processed by ZEBRA PROFESSIONAL is performed on the basis that it is necessary for the performance of our agreement with you, or in order to take steps at the request of the user prior to entering such an agreement. An example of this would be where ZEBRA PROFESSIONAL matches Job Seekers with Employers.

Legitimate Interest

A second ground relied upon by ZEBRA PROFESSIONAL for other types of processing of your Personal Data is that it is necessary for the purposes of legitimate interests pursued by ZEBRA PROFESSIONAL. Such legitimate interests will include where ZEBRA PROFESSIONAL sends you marketing about our products and services, where we believe you have a reasonable expectation that we will perform a particular type of processing on your behalf, or where such processing is strictly necessary for fraud detection and prevention. ZEBRA PROFESSIONAL will only rely on such a ground where an assessment has been performed balancing the interests and rights involved and the necessity of the processing in order to provide our services, products and features to you.



Compliance with a Legal Obligation

A third ground relied upon for certain types of processing that it is necessary in order to allow ZEBRA PROFESSIONAL comply with a legal obligation. An example of this would be where ZEBRA PROFESSIONAL is required to retain business records for fixed periods of time in order to comply with local legal requirements.

Consent

Finally, in certain limited situations, ZEBRA PROFESSIONAL relies on your consent in order to process your Personal Data. Where ZEBRA PROFESSIONAL requires your consent in order to collect and process certain Personal Data, we seek your consent at the time of provision, and such processing will only be performed where consent is secured. For example, your consent will be sought where you provide your location when you use ZEBRA PROFESSIONAL's Hot Job Alert, or in certain instances where you initiate a job alert with ZEBRA PROFESSIONAL.

Limitation of Use or Disclosure of Personal Data

Where a Job Seeker Wants to Close an Account

When a Job Seeker closes an account, the Job Seeker will no longer have access to any of the data we make available under that account name, including but not limited to, search history, job search preferences, saved jobs, jobs the Job Seeker has applied to, job alerts, resume, and any other data associated with the account. If the Job Seeker uses the same email address to set up a new account, this data from a previous account will not become available to the Job Seeker again. Please also note that closing your Job Seeker account may result in you losing access to all ZEBRA PROFESSIONAL products and the ability to utilize the "Log in with ZEBRA PROFESSIONAL" feature found on certain third party sites.

ZEBRA PROFESSIONAL reserves the right to keep any materials in a closed account as necessary to preserve and protect its rights to the extent permitted by law (for example, to preserve records of a dispute) or to comply with its obligations under local law (for example, if requested to retain by law enforcement). A closed account does not mean that all of the data is expunged from the ZEBRA PROFESSIONAL systems, although it will not be readily available under the Job Seeker's original account name. When the Job Seeker presses the close account button on the dashboard, ZEBRA PROFESSIONAL will begin to process that instruction within 24 hours and will have completed the operation within 60 days.



If a Job Seeker wishes to access or delete their Personal Data held by ZEBRA PROFESSIONAL, they should follow the steps listed in this Privacy Policy, and such a request will be processed in accordance with applicable rules.

Where a Job Seeker Wants to Delete a Job Application

If a Job Seeker wants to delete a job application performed on ZEBRA PROFESSIONAL's Site, they are advised to contact the prospective Employer directly to request deletion of their application. For job applications which you, the Job Seeker submit through ZEBRA PROFESSIONAL (including the use of an ZEBRA PROFESSIONAL Apply button) to an Employer, (with related materials submitted), please note: 1) that your applications and materials may be controlled by an Employer; 2) we may direct you to that Employer for Personal Data deletion requests where that Personal Data is held by that Employer; and 3) ZEBRA PROFESSIONAL depends on the Employer or the Employer's agent to provide ZEBRA PROFESSIONAL with the correct destination for all applications.

@ZEBRAPROFESSIONAL email Addresses

When communicating through ZEBRA PROFESSIONAL's message relay system, you will see an email address with an @ZEBRAPROFESSIONAL.com or @ZEBRA.com.hk ending. You understand that you retain no ownership rights in these email addresses, which are specific to Employers' Job Listings, but are owned by ZEBRA PROFESSIONAL. However, ZEBRA PROFESSIONAL's relay system will show the name associated with your account or job application in the "To:" or "From:" field.

Please also note that since these message proxy and relay services depend on the functionality of third-party providers, there may be technical delays on the part of those email service providers.

Minimum Age of our Users

The Site is not for use by anyone under the age of 16. To use the Site you agree that you must be the minimum age (described in this paragraph below) or older.

The minimum age for these purposes shall be 16, however if local laws require that you must be older in order for ZEBRA PROFESSIONAL to lawfully provide the services in the Site to you then that older age shall apply as the applicable minimum age. In all jurisdictions outside the European Union, if you are under the age of 18 or the age of majority in your jurisdiction, you must use ZEBRA PROFESSIONAL under the supervision of your parent, legal guardian or responsible adult. ZEBRA PROFESSIONAL adopts a range of measures to try to ensure that we do not accept individuals who do not meet the minimum age



and any other applicable age requirements. If you do not satisfy these age requirements, please email info@ZEBRAPROFESSIONAL.com.

Purposes, Uses and Disclosures of Information

We may use any information collected pursuant to this Privacy Policy, including Personal Data, for the purposes set forth in this Privacy Policy, to the extent applicable. ZEBRA PROFESSIONAL uses such information to help Job Seekers find jobs. In order to do this we use your Personal Data to:

- 1) provide our services, products and features to you, to help Job Seekers find jobs;
- 2) to measure and improve those services, products and features; and
- 3) to protect our users and provide them with customer support.

More detail on these purposes, uses and disclosures of your information is set out below.

Creating an Account, Sending You Job Alerts and Other Promotional Materials

If and to the extent permitted by applicable law, ZEBRA PROFESSIONAL may use your contact information to (i) create an account; (ii) send you job alerts; and (iii) send you information about ZEBRA PROFESSIONAL, including promotional materials. ZEBRA PROFESSIONAL may use third-party partners to perform these activities on ZEBRA PROFESSIONAL's behalf.

A job alert is defined as an email sent to you that you sign up for containing Job Listings in response to a search query you have run (" Hot Jobs Alert"). Job Alerts may also include jobs that ZEBRA PROFESSIONAL recommends for you, ZEBRA PROFESSIONAL targeted Ads, companies you may be interested in following, or other actions you may want to take on the Site.

ZEBRA PROFESSIONAL may also share your information with third parties (including operators of third-party websites and/or social networking sites) in order to show you targeted advertisements and other content that has been customized for you. Such advertisements will only relate to ZEBRA PROFESSIONAL's services, products, and features, all of which focus on helping Job Seekers find jobs. If you wish to opt out of receiving any marketing messages from ZEBRA PROFESSIONAL, please email info@ZEBRAPROFESSIONAL.com.



Giving You Relevant Search Results and Recommended Jobs

In order to optimize our services, products and features for you, ZEBRA PROFESSIONAL may use your previous search and browsing history (e.g. the jobs you click on), or application materials and answers to screener questions, to identify you and determine relevant search results and provide you with recommended jobs or reach out to you about jobs you may be interested in. We may also use demographic and/or profile data to tailor your experience on the Site, to show you content that ZEBRA PROFESSIONAL thinks you may be interested in, and display content according to your preferences.

Your Contact Information

When you give ZEBRA PROFESSIONAL contact information (such as your name and email address) and other forms of Personal and Non-Personal Data, you agree that ZEBRA PROFESSIONAL may utilize this information for the purposes outlined in this Privacy Policy, to the extent applicable. In particular, you agree that ZEBRA PROFESSIONAL may, as part of its services to you, communicate with you, or initiate communication with you on behalf of a third party, through your ZEBRA PROFESSIONAL account or through other means such as email, telephone (including mobile phone), or postal mail, including through the use of contact information that you may provide to ZEBRA PROFESSIONAL or that ZEBRA PROFESSIONAL may otherwise obtain from third-party resources.

Your Resume Information

Your information, including Personal Data, gets placed on the Site when you upload or edit a resume. ZEBRA PROFESSIONAL reserves the right to charge third parties a fee for accessing your information, including Personal Data, as part of ZEBRA PROFESSIONAL's services. At your direction, ZEBRA PROFESSIONAL may also send your resume to third parties if you choose to apply for a job listing. The extent to which your information is made available to third parties depends on the privacy settings you choose on ZEBRA PROFESSIONAL. When a Job Seeker creates a resume on ZEBRA PROFESSIONAL, they are given the option to make their resume public or private. This is detailed below.

Private Resumes

Private resumes are only made available to those to whom the Job Seeker has initiated an application or provided their resume. Where this occurs, you make your resume, your name and other Personal Data that you place on your resume available to third parties. Those third parties may be interested in you as an employee, and may forward your resume to other third parties.



Public Resumes

Public resumes are available to anyone with access to ZEBRA PROFESSIONAL's resume search application, in order to increase the visibility of that resume and help ZEBRA PROFESSIONAL to find you a job. Where this occurs, you make your resume, your name and other Personal Data that you place on your resume available to third parties. Those third parties may be interested in you as an employee, and may forward your resume to other third parties.

If you post a public resume, this may be crawled by, and displayed through search engines when someone searches for your name. This means that third parties can view the Personal Data contained in your resume and you may receive unsolicited contact from parties unaffiliated with ZEBRA PROFESSIONAL and for whom ZEBRA PROFESSIONAL has no responsibility. If you post a public resume on ZEBRA PROFESSIONAL, please note that although ZEBRA PROFESSIONAL expressly prohibits the scraping of its Site any resume you post publicly is public information and the content may be copied by a third party in violation of these terms.

For public resumes, you also authorize ZEBRA PROFESSIONAL to remove your name from your public resume, in certain instances.

Changing Your Resume Privacy Settings

You will be given the option to make your resume private or public when you place your resume on ZEBRA PROFESSIONAL. You may adjust this at any point by editing your privacy settings on ZEBRA PROFESSIONAL. Where you adjust your resume from public to private, ZEBRA PROFESSIONAL does not warrant how often third-party search engines will update their caches, which may continue to contain your resume information.

Matching Job Seekers With Employers

You acknowledge that ZEBRA PROFESSIONAL may determine whether the words of your resume or any other individuals' resume match the words of certain job descriptions, and vice versa, in order to improve the Site or any other ZEBRA PROFESSIONAL product or service (including by displaying or otherwise making available potentially relevant job descriptions and resumes to Job Seekers and Employers).

ZEBRA PROFESSIONAL may also provide information collected pursuant to this Privacy Policy, including Personal Data, to Employers that may be interested in contacting you. By applying to a job, answering screener questions, providing your contact information to show interest in a job, or by replying to a message



from an Employer, you agree to the disclosure of your information to that Employer. ZEBRA PROFESSIONAL may also provide the results of any ZEBRA PROFESSIONAL Assessments you complete to Employers, where you agree to such provision at the time of taking such as assessment. ZEBRA PROFESSIONAL may also use information provided to ZEBRA PROFESSIONAL via your ZEBRA PROFESSIONAL Resume to pre-populate application information for you and for similar purposes.

If you have an ZEBRA PROFESSIONAL account or an ZEBRA PROFESSIONAL-hosted resume, you agree that ZEBRA PROFESSIONAL may contact you or suggest you or your public resume to Employers that might be interested in a person who matches your behavior on ZEBRA PROFESSIONAL.

Sending Messages on ZEBRA PROFESSIONAL

ZEBRA PROFESSIONAL provides two-way message proxy and relay services to the users of our ZEBRA PROFESSIONAL products, including: ZEBRA PROFESSIONAL Resume and ZEBRA PROFESSIONAL Apply. By utilizing this ZEBRA PROFESSIONAL relay function, you acknowledge that you are asking ZEBRA PROFESSIONAL to send these messages on your behalf. This includes your resumes, cover letters, applications, messages, questionnaire answers, responses, offer letters and other materials.

We monitor, review, store and analyze such content, including via automated means, for data analysis, quality control, and to improve the Site or any other ZEBRA PROFESSIONAL product or service. Examples of such improvements would be optimizing our search results, improving Job Listings, provide you with personally relevant product features, and preventing fraud and spam.

Sending You Text Messages About Employer Appointments

ZEBRA PROFESSIONAL may offer you the opportunity to receive a text message from ZEBRA PROFESSIONAL when an Employer has scheduled an interview or event with you or responded to your application via ZEBRA PROFESSIONAL's email relay. In such an event you will enter your phone number on the ZEBRA PROFESSIONAL consent form and by entering your phone number you are representing and confirming it is your number and you have the right to accept text messages at the number. ZEBRA PROFESSIONAL will only send you a text message reminder for such interviews or messages through ZEBRA PROFESSIONAL's email relay, and you agree to accept such text messages on your cell phone including messages sent by automated telephone dialing system. To unsubscribe at any time, reply to the text with STOP or contact ZEBRA PROFESSIONAL via info@ZEBRAPROFESSIONAL.com.



Preventing Fraud and Spam

ZEBRA PROFESSIONAL may also use information collected pursuant to this Privacy Policy to help diagnose problems with the Site and ZEBRA PROFESSIONAL's service, to prevent potentially fraudulent or illegal activities, and to protect individuals from other activities that may be detrimental to you or others. ZEBRA PROFESSIONAL may investigate and disclose information from or about you or your use of ZEBRA PROFESSIONAL if we have a good faith belief that such investigation or disclosure (a) is reasonably necessary to comply with legal process (including subpoenas, search warrants, court orders) and law enforcement instructions and orders; (b) is helpful to prevent, investigate, or identify possible wrongdoing in connection with the use of the Site; or (c) may protect our rights, reputation, property, safety, or that of the public; or (d) as necessary to meet national security requirements.

For example, ZEBRA PROFESSIONAL is subject to the compliance with the Personal Data (Privacy) Ordinance of Hong Kong SAR and its relevant Codes of Practice and Guidelines.

We may use a variety of methods to detect and address anomalous activity and screen content to prevent abuse such as spam or fraud. However, such detection methods are not perfect and false positives may occur. These efforts may on occasion result in a temporary or permanent suspension or termination of some functions for some users.

Preventing Fraud and Spam in Messages

ZEBRA PROFESSIONAL also reserves the right to drop messages from our relay system that ZEBRA PROFESSIONAL determines do not adhere to Site Rules or any of the terms of this agreement. ZEBRA PROFESSIONAL further reserves the right to conduct investigations to determine whether you are perpetrating a scam, spamming ZEBRA PROFESSIONAL or its users, or otherwise conducting fraudulent activity on ZEBRA PROFESSIONAL by various means, including but not limited to investigating your functionality by setting up profiles and names that belong to ZEBRA PROFESSIONAL. ZEBRA PROFESSIONAL also reserves the right to turn over any information gathered via such investigations to the police or other third party if ZEBRA PROFESSIONAL has a good faith belief that you are using the Site in violation of these terms.

ZEBRA PROFESSIONAL reserves the right to verify and confirm the identity of any party associated with an email relay. This includes but is not limited to verifying the identity of the sender of an email associated with that email address on the relevant Job Application.



Automated Processing of Your Personal Data

In order to optimize the performance of the ZEBRA PROFESSIONAL Site and services for users, ZEBRA PROFESSIONAL performs automated processing of Personal Data evaluating certain specific aspects relating to a user, in particular to analyze or predict aspects concerning a user's personal preferences or interests in terms of ZEBRA PROFESSIONAL's Site and services. Where it occurs, such processing is carried if it is necessary for the performance of our agreement with our users, to allow ZEBRA PROFESSIONAL to provide its services to Job Seekers, or in other cases on the basis of a user's consent.

For example, this allows ZEBRA PROFESSIONAL to provide Job Seekers with Job Listings they are more likely to be interested in. Such processing is subject to the safeguards detailed in this Privacy Policy and users may contact info@ZEBRAPROFESSIONAL.com to get further information about this or to contest the decision generated by said automated processing.

Transfer of Information to ZEBRA PROFESSIONAL Affiliated Entities

Any information shared by you with ZEBRA PROFESSIONAL may be shared with or transferred to any ZEBRA PROFESSIONAL affiliated entity (including ZEBRA Strategic Outsource Solution Ltd.), no matter where located, for the purpose of providing you services and improving the Site. This includes ZEBRA PROFESSIONAL affiliated entities located outside Hong Kong.

Such transfers are performed in full compliance with applicable data protection rules and subject to appropriate safeguards, primarily through the use of extensive data protection agreements, in order to ensure adequate protection of users' Personal Data. The services provided to you and the functionality of the Site could not be provided without such a transfer. If you do not wish your information to be transferred in this way you should not use this Site.

Transfer of Information to Third Parties

Transfers to Employers

Employers agree to comply with all their responsibilities under applicable data protection rules with respect to the collection, processing and storage of Personal Data, as well as providing adequate protection of all data subject rights provided for under all applicable data protection rules.



Transfers to Service Providers and Vendors

We may use third parties to perform services in connection with our operations, to improve the Site and our services, products and features, and to protect our users. These third parties may include (but are not limited to) service providers and vendors.

ZEBRA PROFESSIONAL may also transfer your Personal Data in limited situations to certain third-party vendors that assist ZEBRA PROFESSIONAL with protecting our users and maintaining the quality of our services, products and features provided to those users. An example would be vendors ZEBRA PROFESSIONAL uses for fraud detection purposes.

In the course of providing these services, those companies may have access to Personal Data, and this may involve transfers of such Personal Data to other countries. Those companies are also contractually required to treat such Personal Data in accordance with this Privacy Policy, and in accordance with all applicable laws with respect to such transfers and any processing performed by those third parties on such Personal Data.

Transfers to Cloud Service Providers

Please also be aware that we may also use third-party cloud service providers that provide hosting, data storage and other services pursuant to standard terms and conditions that may be nonnegotiable; these service providers have informed us or the general public that they apply security measures they consider adequate for the protection of information within their system, or they have a general reputation for applying such measures. However, we will not be liable (to the fullest extent permitted by law) for any damages that may result from the misuse of any information, including Personal Data, by these companies.

Transfers of Publicly Available Information

When users post content on ZEBRA PROFESSIONAL in a manner that is intended to make that content publicly available and searchable by individuals, ZEBRA PROFESSIONAL reserves the right to aggregate and share that information with third parties. For example, if an Employer posts a job on ZEBRA PROFESSIONAL, ZEBRA PROFESSIONAL may share that job posting or information contained within that job posting with third parties, at ZEBRA PROFESSIONAL's discretion and subject to agreement between ZEBRA PROFESSIONAL and any such third parties. ZEBRA PROFESSIONAL also reserves the right to share information aggregated from public sources in this capacity.



Third-Party Sites You Link to from ZEBRA PROFESSIONAL

You may also use certain third-party sites or services that you link to from ZEBRA PROFESSIONAL's Site. In such cases, all information you provide to a third party is provided to that third party and not to ZEBRA PROFESSIONAL, and is subject to the third-party's privacy policy and terms of service.

Additional Uses and Disclosures of Non-Personal Data

In addition to the other uses and disclosures of information set forth in this Privacy Policy, and notwithstanding anything in this Privacy Policy to the contrary, we may use and disclosure, for any purpose, any Non-Personal Data, except where we are required to do otherwise under applicable law. If we combine any Non-Personal Data with Personal Data, then we will only use and disclose such combined information for the purposes described in this Privacy Policy while it is so combined.

Security

ZEBRA PROFESSIONAL seeks to use reasonable security measures to help protect against the loss, misuse and alteration of the Personal Data under ZEBRA PROFESSIONAL's control. No method of transmission over the Internet, or method of electronic storage, is 100% secure, however. In addition, please note that emails, messages sent via your web browser, and other similar means of communication with other users, are not encrypted. Therefore, while we strive to protect your information, we cannot guarantee its security.

Please also be aware that we may use third-party cloud service providers that provide hosting, data storage and other services pursuant to standard terms and conditions that may be nonnegotiable; these service providers have informed us or the general public that they apply security measures they consider adequate for the protection of information within their system, or they have a general reputation for applying such measures. However, we will not be liable (to the fullest extent permitted by law) for any damages that may result from the misuse of any information, including Personal Data, by these companies.

Cookies

"Cookies" are small pieces of information that are stored by your browser on your computer's hard drive.



Links to Third-Party Sites

The Site may make available links to other websites. When you click on such links, you may leave our Site. The Site may also make available Company Pages, which may contain information provided by third-party Employers.

WE ARE NOT RESPONSIBLE FOR THE INFORMATION COLLECTION, USE, DISCLOSURE OR OTHER PRIVACY PRACTICES OF ANY THIRD PARTY, INCLUDING OUR AFFILIATES, THIRD-PARTY SERVICE PROVIDERS, ANY EMPLOYERS (INCLUDING ANY EMPLOYER THAT PROVIDES A COMPANY PAGE), ANY THIRD-PARTY SOCIAL MEDIA PLATFORM, ANY THIRD PARTY MAKING AVAILABLE THE DEVICES OR OPERATING SYSTEMS FOR WHICH THE SITE IS AVAILABLE, AND ANY THIRD PARTY OPERATING ANY WEBSITE TO WHICH THE SITE CONTAINS A LINK. YOU MAY HAVE RIGHTS DIRECTLY ENFORCEABLE AGAINST THESE THIRD PARTIES SO YOU SHOULD CONSIDER THEIR PRIVACY POLICIES TO LEARN MORE.

Acquisitions and Other Reorganizations

Information collected pursuant to this Privacy Policy, including Personal Data, may be disclosed to one or more third parties in connection with any change of ownership or control in ZEBRA PROFESSIONAL's business (whether by merger, sale, or otherwise), or any other reorganization or joint venture, or assignment, transfer or other disposition of all or any portion of our business, assets or stock (including in connection with any bankruptcy or similar proceeding), and any such information may be used by such third party in accordance with this Privacy Policy. Equally, information collected pursuant to this Privacy Policy, including Personal Data, may be disclosed to one or more third parties in connection with any acquisition or merger carried out by ZEBRA PROFESSIONAL of such third parties.

Exercising Your Rights With Respect to Your Personal Data

ZEBRA PROFESSIONAL users that provide their Personal Data in Hong Kong, and those that provide their Personal Data in any other jurisdictions that adopt laws affording equivalent protections to those in Hong Kong, may avail of the rights detailed below.

The Right to Rectify Your Personal Data

ZEBRA PROFESSIONAL users are able to edit and update most of their Personal Data held by ZEBRA PROFESSIONAL on the Site, and if you have any queries or complaints we encourage you to contact us.



Alternatively, if you do not wish to do this you may make a formal request to have ZEBRA PROFESSIONAL rectify any inaccurate Personal Data on your behalf by sending an email to info@ZEBRAPROFESSIONAL.com from the email address associated with your account.

The Right to Object to or Restrict the Processing of Your Personal Data

If you have any queries or complaints about how we process your Personal Data we encourage you to contact us.

Alternatively, if you do not wish to do this you may make a formal request to object to, or restrict, processing of your Personal Data by ZEBRA PROFESSIONAL. In order to do so please send an email to info@ZEBRAPROFESSIONAL.com from the email address associated with your account.

The Rights of Access to and Portability of Your Personal Data

ZEBRA PROFESSIONAL users are able to access most of their Personal Data held by ZEBRA PROFESSIONAL on the Site, and if you have any queries or complaints we encourage you to contact us.

Alternatively, if you do not wish to do this you may make a formal request to access your Personal Data held by ZEBRA PROFESSIONAL. In order to do so, please send an email to info@ZEBRAPROFESSIONAL.com from the email address associated with your account, and paste the following sentence in your email: "I am requesting to access my personal data." ZEBRA PROFESSIONAL will provide your Personal Data to you in a portable format to allow it to be transmitted to third parties.

The Right to Delete Your Personal Data

ZEBRA PROFESSIONAL users are able to edit and update most of their Personal Data held by ZEBRA PROFESSIONAL on the Site, and if you have any queries or complaints we encourage you to contact us.

Alternatively, if you do not wish to do this, you may make a formal request delete your Personal Data held by ZEBRA PROFESSIONAL. In order to do so, please email to info@ZEBRAPROFESSIONAL.com from the email address associated with your account, and paste the following sentence in your email: "I am requesting to delete my personal data." Once your request has been confirmed, ZEBRA PROFESSIONAL will initiate the necessary steps to execute this exercise, including the deletion of your ZEBRA PROFESSIONAL account. Where the deletion request relates to Personal Data that you previously requested be made public on ZEBRA PROFESSIONAL (e.g. a Job Seeker posting a public



resume), we will make reasonable efforts to inform any other controllers of this request.

PLEASE NOTE: by requesting the deletion of your Personal Data, you will no longer be able to create an account with ZEBRA PROFESSIONAL using the same email address. If you simply wish to close your account, please click the “close my account” button in your account page.

Some Limitations

Such rights of rectification, objection, restriction, access, portability and deletion are subject to certain limitations, as provided for by applicable laws. Individual requests will be completed within the time allotted by relevant regulations, which starts to run from the point of ZEBRA PROFESSIONAL confirming your request. Where permitted, please note there may be a charge for subsequent requests from the same individual, which will be determined by ZEBRA PROFESSIONAL and only imposed to the extent permitted by applicable law.

Do Not Track Requests

We do not respond to the browser “Do Not Track” signal if enabled by the user in their web browser. When we set or read cookies on non-ZEBRA PROFESSIONAL sites that have integrated our job search and display features, we do so, for example, to provide a personalized job search experience to users on those sites. We do not share any information about your use of ZEBRA PROFESSIONAL with those third parties. When third parties that we have integrated into ZEBRA PROFESSIONAL sites set or read their own third-party cookies, they may or may not respond to the “Do Not Track” signal.

Opting Out

If you no longer want to receive marketing materials from us based upon your Personal Data, going forward, you may opt out of receiving such marketing related messages by sending an email to info@ZEBRAPROFESSIONAL.com. Please note that we may still send other messages to you, such as administrative messages. We will comply with your request as soon as reasonably practicable, and in accordance with applicable laws.



General Inquiries and Complaints

Contacting ZEBRA PROFESSIONAL

You may contact ZEBRA PROFESSIONAL at 5/F ChinaChem Century Tower, 178 Gloucester Road, Wanchai, and you may contact via info@ZEBRAPROFESSIONAL.com.

We may change this Agreement by notifying you of such changes by any reasonable means, including by posting a revised Agreement through the Site. Any such changes will not apply to any claim brought prior to the date on which we posted the revised Agreement incorporating such changes, or otherwise notified you of such changes. Your access to or use of the Site following any changes to this Agreement will constitute your acceptance of such changes. The "*Last Updated*" legends in each section of the terms and conditions indicate when this Agreement was last changed. We may, at any time and without liability, modify or discontinue all or part of the Site (including access to the Site via any third-party links); charge, modify or waive any fees required to use the Site; or offer opportunities to some or all Site users.

This Agreement hereby incorporates by this reference any additional terms and conditions posted by ZEBRA PROFESSIONAL through the Site, or otherwise made available to you by ZEBRA PROFESSIONAL.