

Recruiting Privacy Policy

Introduction

Amare Global, Inc. (“Amare”, “we” “us” or “our”) respects your privacy and is committed to protecting it through our compliance with this policy. This policy describes the types of information we may collect from you or that you may provide when you apply online. We use Workable, an online application provided by Workable Software Limited, to assist with our recruitment process. We use Workable to process personal information as a data processor on our behalf. Workable is only entitled to process your personal data in accordance with our instructions.

Where you apply for a job opening posted by us, these Privacy Notice provisions will apply to our processing of your personal information in addition to our other Privacy Notice which has been provided to you separately or is available on our Website.

Where you apply for a job opening via the application function on our career page, job site or similar online service provider (“Partner”), you should note that the relevant Partner may retain your personal data and may also collect data from us in respect of the progress of your application. *Any use by the Partner of your data will be in accordance with the Partner’s Privacy Notice.*

Please read this policy carefully to understand our policies and practices regarding your information and how we will treat it. If you do not agree with our policies and practices, your choice is to not apply for the job. By applying for a position through Workable or a 3rd party job posting, you agree to this privacy policy. This policy may change from time to time. Your continued use of Workable after we make changes to this policy is deemed to be acceptance of those changes, so please check the policy periodically for updates.

If you have any questions about this policy and our privacy practices, please email us at: hr@amare.com; or write us at: 17872 Gillette Ave, Suite 100, Irvine, CA 92614

Information We Collect About You and How We Collect It

We collect several types of information from and about users including information

- by which you may be personally identified, such as name, postal address, e-mail address, telephone number, LinkedIn profile, other social media or any other identifier by which you may be contacted online or offline (“Personal Information”);
- that is about you but individually does not identify you (“Non-Personal Information”); and/or
- about your internet connection, the equipment you use to access our Website and usage details (together with Personal Information and Non-Personal Information, collectively “Information”).

Information we collect from you

- Information that you provide when you apply for a role. This includes information provided through an online job site, via email, in person at interviews and/or by any other method.

- We process personal details such as name, email address, address, date of birth qualifications, experience, information relating to your employment history, skills and experience that you provide to us.
- If you contact us, we may keep a record of that correspondence.
- A record of your progress through any hiring process that we may conduct.
- Details of your visits to Workable’s Website including, but not limited to, traffic data, location data, weblogs and other communication data, the site that referred you to Workable’s Website and the resources that you access.

Information we collect from other sources

- Workable provides us with the facility to link the data you provide to us, with other publicly available information about you that you have published on the Internet – this may include sources such as LinkedIn and other social media profiles.
- Workable’s technology allows us to search various databases – some publicly available and others not, which may include your personal data (include your CV or Resumé), to find possible candidates to fill our job openings. Where we find you in this way, we will obtain your personal data from these sources.
- We may receive your personal data from a third party who recommends you as a candidate for a specific job opening or for our business more generally.
- From time to time, we may receive information about you from third parties and other users. For example, if a user decides to refer you to our Service, we collect your name and e-mail address from that user in order to follow up with you. We may also collect information about you that is publicly available.
- We collect information about how you use the service, your actions on the service, any content that you may upload, post or share with our service. This includes, without limitation, resumes, job descriptions, text, images, photographs, messages, comments or any other kind of content that you may provide through messages, chats or other functionality on the Website.
- Automatically as you navigate through the site. Information collected automatically may include usage details, IP addresses, and Information collected through cookies, web beacons and other tracking technologies. We may approximate your location by your IP address.

The technologies we use for this automatic data collection may include

- Cookies (or browser cookies). A cookie is a small file placed on the hard drive of your computer. You may refuse to accept browser cookies by activating the appropriate setting on your browser. However, if you select this setting you may be unable to access certain parts of our Website. Unless you have adjusted your browser setting so that it will refuse cookies, our system will issue cookies when you direct your browser to our Website.
- Flash Cookies. Certain features of our Website may use local stored objects (or Flash cookies) to collect and store information about your preferences and navigation to, from, and on our Website. Flash cookies are not managed by the same browser settings as are used for browser cookies.

- Web Beacons. Pages of our Website may contain small electronic files known as web beacons (also referred to as clear gifs, pixel tags, and single-pixel gifs) that permit Amare, for example, to count users who have visited those pages or and for other related website statistics (for example, recording the popularity of certain content and verifying system and server integrity).

How We Use Your Information

We use Information that we collect about you or that you provide to us to:

- register you in our database,
- provide you with information regarding employment and career-related opportunities,
- provide you with information, products, or services that you request from us,
- provide you with notices about your account,
- notify you about changes to our Website or any products or Service we offer or provide,
- send you administrative e-mail notifications, such as information about pending job offers, security or support and maintenance advisories,
- respond to your inquiries related to employment opportunities or other requests;
- in any other way we may describe when you provide the information,
- remember information so that you will not have to re-enter it during your visit or the next time you visit the Website;
- recognize and contact you across multiple devices;
- monitor aggregate metrics such as total number of visitors, traffic, usage, and demographic patterns;
- diagnose or fix technology problems;
- fulfill any other purpose for which you provide it, and
- for any other purpose with your consent.

Disclosure of Your Information

As set out above, we pass your information to our third-party service providers, including Workable, who use it only in accordance with our instructions and as otherwise required by law.

Where you have applied for a job opening through online apply functionality, and where you have consented to this disclosure, we will disclose to Partners certain personal data that we hold, including but not limited to a unique identifier used by Partners to identify you, and information about your progress through our hiring process for the applicable job opening, as well as tangible, intangible, visual, electronic, present, or future information that we hold about you, such as your name, contact details and other information involving analysis of data relating to you as an applicant for employment (collectively “Disposition Data”). Partner’s Privacy Notice in respect of that third party’s use of the Disposition Data is available on the partner’s website.

We may also disclose your personal information:

- To comply with any court order, law, or legal process, including to respond to any government or regulatory request.

- If we believe disclosure is necessary or appropriate to protect the rights, property, or safety of Amare, our visitors, or others.
- We do not sell, trade, or rent your Personal Information to others. We may share generic aggregated demographic information not linked to any Personal Information regarding visitors and users, that does not reasonably identify you directly as an individual, with third parties such as our business partners, trusted affiliates and advertisers for the purposes outlined above.

Data Security

We are committed to protecting the security of your Personal Information. Although no security system is impenetrable, we use several industry-standard security technologies and procedures to help protect your Personal Information from unauthorized access, use, or disclosure. No information is 100% secure over the Internet, thus we encourage you to never disclose or share your username and password, and to contact us immediately if you lost them or think that your account has been compromised. If any information under our control is compromised as a result of a breach of security, we will take reasonable steps to investigate the situation and, where appropriate, notify those individuals whose information may have been compromised and take other steps, in accordance with any applicable laws and regulations.

Our Website may contain links to third party websites of our business partners, advertisers, and social media sites and our users may post links to third party websites. When you leave our Website and go to another site, please note that these websites have their own privacy policies and that we do not accept any responsibility or liability for their policies. We have no control over, do not review, and cannot be responsible for, these outside websites or their content. Please be aware that the terms of this Privacy Policy do not apply to these outside websites. We strongly recommend that you read their privacy policies and terms and conditions of use to understand how they collect, use, and share information.

Your California Privacy Rights

California Civil Code Section § 1798.83 permits users of our Website that are California residents to request certain information regarding our disclosure of personal information to third parties for their direct marketing purposes. To make such a request, please send an email to: hr@amare.com or write us at 17872 Gillette Ave, Suite 100, Irvine, CA 92614.

Changes to Our Privacy Policy

It is our policy to post any changes we make to our privacy policy. The date the privacy policy was last revised is identified at the bottom of the page. You are responsible for ensuring we have an up-to-date active and deliverable email address for you, and for periodically visiting our Website and this privacy policy to check for any changes. Please be aware that continued use of our Website or Service implies your acknowledgment of this privacy policy.