

Dive Limited

Website Privacy Policy

Last modified: 12 September 2024

Who are We?

Dive Limited ("**Company**" or "**We**" or "**Us**") operates an online job-seeker platform for Employees and Employers. We operate in different markets across the American and Pacific region and certain aspects of this privacy policy (**Policy**) will have certain region-specific requirements under the relevant jurisdiction. It is important that you read this Policy to ensure you understand all relevant aspects that may apply to you.

This Policy outlines:

- a) the types of information we may collect from you or that you may provide when you visit the website www.divetalent.com (our "**Website**");
- b) how your information is collected,
- c) how your information is used;
- d) how your information is protected; and
- e) how you can manage your information when you engage with the Company.

We respect your privacy and are committed to protecting it through our compliance with this Policy which reflects the applicable privacy protection statutory framework.

By accessing or using our Website, you agree to the terms set out in this Policy.

This Policy may change from time to time (see **Changes to Our Privacy Policy**). Your continued use of our Website after we make changes is deemed to be acceptance of those changes, so please check this Policy periodically for updates.

What Personal Information do We collect?

We collect several types of information from and about users of our Website, including:

- Information by which you may be personally identified, such as your contact information, including name, postal address, email address, telephone number ("**Personal Information**");
- Information about your internet connection, the equipment you use to access our Website, and usage details;
- Your education and skills;
- Your financial information;
- Your geolocation information;
- Your habits and personality information;
- Your professional experience and affiliations;

- Your social media data; and
- Your user account information.

How do We collect your Personal Information?

We collect your Personal Information:

- Directly from you when you provide it to Us by uploading a resume, job posting, chatting with recruiters, potential candidates, or potential employers;
- In email, text, and other electronic messages between you and our Website;
- Through mobile and desktop applications you download from our Website, which provide dedicated non-browser-based interaction between you and our Website;
- When you interact with our advertising and applications on third-party websites and services if those applications or advertising include links to this policy;
- Automatically as you navigate through our Website. The information collected automatically may include usage details, IP addresses, and information collected through cookies and other tracking technologies. The information we collect on or through our Website may include:
 - Information that you provide by filling in forms on our Website. This includes information provided at the time of registering to use our Website, subscribing to our services, posting material, or requesting further services. We may also ask you for information when you report a problem with our Website;
 - Records and copies of your correspondence (including email addresses) if you contact Us;
 - Details of transactions you carry out through our Website and of the fulfillment of your orders. You may be required to provide financial information before placing an order through our Website; and
 - Your search queries on the Website.

You also may provide information to be published or displayed (hereinafter, "**posted**") on public areas of our Website or transmitted to other users of the Website or third parties (collectively "**User Contributions**"). Your User Contributions are posted on and transmitted to others at your own risk. Although we limit access to certain pages, and you may set certain privacy settings for such information by logging into your account profile, please be aware that no security measures are perfect or impenetrable.

Additionally, we cannot control the actions of other users of our Website with whom you may choose to share your User Contributions. Therefore, we cannot and do not guarantee that your User Contributions will not be viewed by unauthorised persons.

What if I am under 16?

For Users of our Website who are under the minimum age provided for under applicable Privacy laws, you represent and warrant that your parent or legal guardian has been informed of and agreed to this Policy.

Where legally required, you are responsible for obtaining valid consent from your parent or legal

guardian before providing Us with your Personal Information (**Guardian Consent**). We may ask you to provide us with evidence of your Guardian Consent.

We reserve the right to delete any of your Personal Information if valid Guardian Consent is not provided by you.

The Company will not be held liable where you have failed to provide Guardian Consent.

How do We indirectly collect your Personal Information?

We may also collect your Personal Information via third parties, for example:

We use Cookies to collect your Usage and Device Data when you navigate through and interact with our Website. We may use automatic data collection technologies to collect certain information about your equipment, browsing actions, and patterns, including:

- Details of your visits to our Website, including traffic data, location data, logs, and other communication data and the resources that you access and use on our Website; and
- Information about your computer and internet connection, including your IP address, operating system, and browser type.

How do We use your Personal Information?

We use your Personal Information that we collect about you or that you provide to us, including any Personal Information to:

- Present our Website and its contents to you;
- Provide you with information, products, or services that you request from Us;
- Make your resume and profile available to recruiters through our products and services;
- Supplement your profile with publicly available information;
- To conduct market surveys, trials and customer research;
- Provide you with notices about your account, including expiration and renewal notices;
- Carry out our obligations and enforce our rights arising from any contracts entered into between you and Us, including for billing and collection;
- Notify you about changes to our Website or any products or services we offer or provide through it; and
- Allow you to participate in interactive features on our Website.

Who do We disclose your Personal Information to?

We may disclose your Personal Information:

- To employers and recruiters;
- To our advertisers, subsidiaries and affiliates;
- To contractors, service providers, and other third parties we use to support our business;

- To a buyer or other successor in the event of a merger, divestiture, restructuring, reorganisation, dissolution, or other sale or transfer of some or all of the Company's assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding, in which Personal Information held by the Company about our Website users is among the assets transferred;
- To fulfill the purpose for which you provide it;
- For any other purpose disclosed by us when you provide your Personal Information;
- With your consent.

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;
- To enforce or apply our terms of use or terms of sale and other agreements, including for billing and collection purposes;
- If we believe disclosure is necessary or appropriate to protect the rights, property, or safety of the Company, our customers, or others. This includes exchanging information with other companies and organisations for the purposes of fraud protection and credit risk reduction.

When do We share your Personal Information overseas?

We use offshore cloud providers to store and process your Personal Information. Your Personal Information is held by these cloud providers but is not used by for their own purposes.

We may share your Personal Information outside of New Zealand in the following circumstances:

- With our service providers, partners or third parties which provide services to Us, including hosting and storing your Personal Information, on secure servers located overseas in the United States of America;
- Advertisers located overseas may have access to your Personal Information via a job application and/or via access to your Profile. Advertisers will be able to view your Personal Information when searching for potential candidates within New Zealand; and
- Where we consider it necessary to comply with any legal and regulatory requirements.

We will only disclose your Personal Information to an entity located overseas which is subject to privacy safeguards comparable to New Zealand's privacy law, or when disclosure is authorised by you.

How do We use Usage and Device Information?

We strive to provide you with choices regarding the Personal Information you provide to us. We have created mechanisms to provide you with the following control over your information:

Cookies: We use Cookies to provide users with a better browsing experience when they use our Website. You can set your browser to refuse all or some browser cookies, or to alert you when cookies are being sent. To learn how you can manage your Flash Cookie settings, visit the Flash player settings page on Adobe's website. If you disable or refuse cookies, please note that some

parts of our Website may then be inaccessible or may not function properly.

Disclosure of Your Information for Third-Party Advertising. We utilize third party services to measure and assess our Website's traffic. If you do not want us to share your Personal Information with unaffiliated or non-agent third parties for promotional purposes, you can opt-out by checking the relevant box located on the form on which we collect your data. You can also always opt-out by logging into the Website and adjusting your user preferences in your account profile, checking or unchecking the relevant boxes, or by sending us an email with your request to support@divetalent.com.

We do not control third parties' collection or use of your Personal Information to serve interest-based advertising. However, these third parties may provide you with ways to choose not to have your Personal Information collected or used in this way.

How can I access and change my Personal Information?

You can review and change your Personal Information by logging into our Website and visiting your account profile page.

You have the right to ascertain whether we hold Personal Information about you and request access to such Personal Information.

You have the right to correct any Personal Information that we hold about you that is inaccurate or incomplete.

You can request that we delete your Personal Information held by us within your account. You can do this by emailing support@divetalent.com.

If you delete your Personal Information or User Contributions from our Website, copies of your User Contributions may remain viewable in cached and archived pages or might have been copied or stored by other Website users. Proper access and use of information provided on our Website, including User Contributions, is governed by our terms of use.

You are responsible for providing accurate, complete, and up-to-date Personal Information to us about yourself. We reserve the right to disable or delete your Personal Information at our sole discretion. We may take such steps if, for example, it is found or believed that the Personal Information held about you is untrue or misleading or stored for improper purposes.

What options do you have to Opt-Out or Unsubscribe?

When you post your resume on our Website, it will automatically be visible to employers and other users unless you opt out of this option and make your resume private. The standard posting option gives you the most visibility to the most recruiters by making your resume searchable in our resume database.

You may post your resume privately which prevents your resume from being searchable by recruiters. We attempt to limit access to our searchable database to legitimate users but cannot guarantee that other parties will not gain access to these searchable databases.

You may opt-out of communications from Us at any time. We will comply with any unsubscribe request as soon as reasonably practicable, and in accordance with applicable Privacy Laws.

How do We keep your Personal Information secure?

We take all reasonable steps to ensure that the security of our systems is to a high standard to protect your Personal Information from misuse, interference or loss from unauthorised access or disclosure.

All Personal Information that you provide to us is stored on our secure servers behind firewalls. Any payment transactions will be encrypted using SSL technology.

The safety and security of your Personal Information also depends on you. Where we have given you (or where you have chosen) a password for access to certain parts of our Website, you are responsible for keeping this password confidential. We ask you not to share your password with anyone. We urge you to be careful about giving out information in public areas of our Website like message boards. Please notify us immediately if you become aware of any unauthorised use of your account.

Unfortunately, the transmission of information via the internet is not guaranteed to be completely secure. Although we do our best to protect your Personal Information, we cannot ensure the security of your Personal Information transmitted to our Website. Any transmission of Personal Information is at your own risk.

Changes to Our Privacy Policy

If we make material changes to how we treat our users' Personal Information, we will notify you by email to the primary email address specified in your account or through a notice on our Website home page.

The date that our Policy was last revised is identified at the top of the Privacy Policy 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 Policy to check for any updates.

Your Privacy Rights

In New Zealand, the Privacy Act 2020 (**Act**) is the statutory framework outlining the rights and obligations of an agency dealing with the personal information of individuals. Consistent with the relevant provisions of the Act, the Company gives you options to access, edit or remove your Personal Information. You also have the right under sections 70 and 71 of the Act to make a complaint to the Privacy Commissioner.

Contact Information

To ask questions or comment about this Policy and our privacy practices, or to register a complaint or concern, contact us at: support@divetalent.com.