

## PRIVACY POLICY

As an esteemed customer of ZEAL ASSOCIATES PTE. LTD (“ZEALCARE”), your privacy is important to us. Therefore, we conduct our business in compliance with the Personal Data Protection Act. We ask that you read this Personal Data Protection Policy carefully as it contains important information about how and why we collect, use and disclose your personal data.

1. Personal information collected We collect information:

- When you register an account to become an ZEALCARE user (“User”), such as your phone number, e-mail, and a password.
- When you view and interact with the ZEALCARE website and also through related links (e.g. third party applications like Facebook). We also collect your IP address, browser type, operating system, mobile carrier, and your ISP, and receive the URLs of sites from which you arrive or leave the ZEALCARE website.
- Through cookies and other technologies that allow us to recognize you, customize your experience, and possibly serve advertisements on ZEALCARE.
- When you interact with third party services available through ZEALCARE like surveys, polls or other third party research undertaken with your consent.

2. Uses of personal information We use the information you provide to:

- Enable you to share your information and

communicate with other Users • Administer your account with us and customize the service we provide to you and other Users; and to • Send you service or promotional communications through email and notices on the ZEALCARE website. • Connect you to opportunities by enabling other Users to find you on ZEALCARE. • Create and distribute advertising relevant to your ZEALCARE experience. We do not sell, rent, or otherwise provide personally identifiable information to third parties without your consent except where it is necessary to carry out your instructions (e.g. to process your payment information) or as described in Section 2 of this Privacy Policy. In response to your job advertisements, we might receive requests for your personal information (e.g work permit number, phone number, email address). We WILL NOT make this information available to these requestors. ZEALCARE provides a messaging system through which users can contact one another Please note that in order to fulfill your requests for paid services (e.g., to pay for ZEALCARE's services), we share your payment information with our payment processor.

3. Your Information Choices You can: • Review, enhance or edit your personal information through your personal profile page (after logging in, go to Profile -> Edit Profile); • Control the messages you

receive from ZEALCARE and other Users • Tell us to close your ZEALCARE account.

4. Your obligations to other Users. • Do not abuse the ZEALCARE service by using it to spam, abuse, harass, or otherwise violate the User Agreement or Privacy Policy. • Do not use the ZEALCARE service to perform or facilitate third party recruitment.

5. Important information • If Users have questions or concerns regarding this Privacy Policy, you should first contact ZEALCARE through the “Contact Us” link. • Notice of all changes that materially affect ways in which your personal information may be used or shared will be posted in updates to our Privacy Policy. • This site uses a tool which collects your requests for pages and passes elements of them to search engines to assist them in indexing this site. We control the configuration of the tool and are responsible for any information sent to the search engines.

6. Security • Personal information you provide will be secured in accordance with industry standards and technology. Since the internet is not a 100% secure environment, we cannot ensure or warrant the security of any information you transmit to ZEALCARE. There is no guarantee that information may not be accessed, copied, disclosed, altered, or destroyed by breach of any of our physical, technical, or managerial safeguards. • You are responsible

for maintaining the secrecy of your unique password and account information, and for controlling access to your email communications at all times.