**PRIVACY POLICY**

**This Privacy Policy (hereinafter referred as to “Policy”) is driven by** [**www.tsnxpresspros.com**](http://www.tsnxpresspros.com) **(Website/Application) for Connecting top talents with hiring companies through TSN Xpress Staffing (“we/ our/ us/ Company).**

This Privacy Policy (hereinafter referred as to “Policy”) explains the types of information we collect through our Services and what we do with such information.

1. **Scope**

This Policy shall govern the Company’s collection and use of data and handling of Personal Information and Sensitive Personal Data or Information as provided by the **TSN Xpress Staffing** in accordance with the Rules.

In outlining the scope of the Policy, the Company shall abide by all laws, more specifically the provisions of Information Technology (Intermediaries guidelines) Rules and Regulations (in each case, as may be amended, superseded or replaced) or any other Statutes which are in place to govern data privacy and Information Technology Practice in Georgia.

1. **Definition**
	1. “Personal information” means any information that relates to a natural person, which either directly or indirectly, in combination with other information available or likely to be available with a body corporate, is capable of identifying such person.
	2. “Services” means **Connecting top talents with hiring companies through TSN Xpress Staffing**.
	3. “Sensitive Personal Information” means such personal information which consists of information relating to:

a) Password

b) Information such as Name, Age, Experience, Address etc;

c) Experience record in the particular industry;

d) Criminal records;

1. **Information we may collect, and whether this includes personally identifiable information**: We may collect information in different ways:
2. **Information you voluntarily provide.**

Personally identifiable information you voluntarily provide may be collected if it is necessary to administer the Services. For example, when you fill the Application form through our Website or other Services that require registration, we ask you for personal information such as your name, address, billing information, account name or password. We DO NOT use your personal information other than to administer the Services for the benefit of User. If the information voluntarily provided by you during the registration process may also include or naturally entail other demographic information which is not personally identifying, such as gender, preferred language, age, occupation, household income, ZIP code or country.

* 1. **Information we may collect from your use of our Services:**
		1. **Server Logs.** Our servers automatically record information that your browser sends and the Uniform Resource Locator ("URL") of the web page from which you came to us whenever you visit our websites. These server logs may include information such as your Internet Protocol ("IP") address, browser type, browser language, date and time of your request, search terms and may include a domain name and the date and time for each page you view. We also collect the name of and information about any advertisement or other link that brought you to us. This information does not personally identify you. We use IP addresses to diagnose problems with our servers and to administer our website and application. Your IP address also is used by us to gather broad demographic information, such as your general geographic location and internet service provider. IP addresses are further used to help determine the number of our visitors to maintain efficient administration of our Services. This demographic information may also be used by us to analyse aggregate usage behavior.
		2. **Cookies**: “Cookies” are small files that collect information that we use to track trends and patterns of how people search. We may send one or more cookies to your computer that uniquely identifies your user account or computer. We use cookies for such functions as verifying that you are one of our users, maintaining a history of services provided and enabling the fulfilment of our Services. Most browsers are initially set up to accept cookies, but you can reset your browser to refuse all cookies or to indicate when a cookie is being sent.
		3. **Communications**: If you email us, we may store copies of such email or similar communications between you and us. This can result in the collection of your email address or other personally identifiable information you may have in your email text, addresses, or other fields, as well as the collection of your IP address, the Internet or other routing of your communication, and the date and time of your communication. All transmissions between you and us, including emails, URLs, cookie identification numbers, usage paths, and any personally identifiable information they might contain, pass through many third party machines, operating systems, programs, browsers, web servers, networks, routers, Ethernet switches, ISPs, proxy servers, intranets, the public telephone systems, or other devices, any of which may create activity logs containing such transmissions, and many of which we cannot control. When you send email, feedback, comments or other communication to us, we may retain those communications in order to process your inquiries, respond to your requests, improve our Services, and may post or use such communications without any obligation to you.
1. **Protection of Personal and Sensitive Data**:

We use standardized and state of art technologies to keep the data safe and secure from any outside threat. We also use cryptography to encrypt the user sensitive data stored on our systems. All Communications are done by HTTPS thereby ensuring a secure connection between our app and our server. However, we shall not be responsible for any loss of information due to reasons of theft, cyber-attack, act of Government or any other event or circumstance beyond our reasonable control.

1. **What we do with the information we collect/store and how we may share the information**:
2. **Legal or Governmental Compliance.** We may share your personal information, IP address or Content with persons outside of our Company team, if we have a good faith belief that access, use, preservation or disclosure of such information or Content is reasonably necessary to (a) satisfy any applicable law, regulation, legal process or enforceable governmental request, (b) enforce agreements or resolve disputes between you and us, including investigation of potential violations thereof, (c) detect, prevent, or otherwise address fraud, security or technical issues, or (d) protect against imminent harm to the rights, property or safety of our Company’s team, its users or the public as required or permitted by law. We will disclose any information or Content we possess that is directly responsive to subpoenas, court orders, or other legal or governmental inquiries, and such information might be used by the receiving party to determine your identity.
3. **Group Companies, Service Providers, Business Partners and Others.** We may use certain trusted third party companies and individuals to help us provide, analyse, and improve the Service (including but not limited to data storage, maintenance services, database management, web analytics, payment processing, and improvement of the Service’s features). These third parties may have access to your information only for purposes of performing these tasks on our behalf and under obligations similar to those in this Privacy Policy and must apply appropriate confidentiality and security measures.
4. **Sharing Contacts of Applicants with the associated business partners/hiring companies/recruiters.** We may share your contact information with the recruiters who uses our services for delivery and pickup.

In addition to the above, the Company may share your Data with third party agencies for the background verification of your profile or with Banks for the remuneration.

1. **Choice and Correcting/ Updating/ Deleting/ Deactivating Personal Information**: We understand and respect that people have different privacy concerns. Our goal is to be clear about what information we collect and how it may be used, so that you can make meaningful choices. For example, you can:
2. You can decline to submit requested information, however, it’s important to understand that the Services may not function properly or we may not be able to provide the requested service to the user without your assistance as a service provider for connecting with recruiting companies services;
3. Set your browser to block all cookies, including cookies associated with our services, or to indicate when a cookie is being set by us. However, it’s important to remember that many of our services may not function properly if your cookies are disabled. For example, we may not remember your language preferences.
4. While registering with the Company, you agree to receive service-related updates for order via email/SMS/WhatsApp (including the hiring updates details).
5. **Changes to this Privacy Policy**:

**TSN Xpress Staffing** may modify/ update certain or entire terms and conditions of this Privacy Policy, from time to time. Any aspect of Privacy Policy may be changed, supplemented, deleted or updated without notice at the sole discretion of **TSN Xpress Staffing** team. You shall, at all times, be responsible for regularly reviewing this Privacy Policy and also note the changes made on this Privacy Policy. Your continued usage of the Platform after any change is posted constitutes your acceptance of the amended Privacy Policy.

**For any grievances related with collection and use of Personal Information please contact:**

**Name - TSN Xpress Staffing Professionals LLC**

**Email- contactus@tsnxpresspros.com**