

Our Privacy Policy

Welcome to Good Jobs, The Social Equity and/or partners and associated sites!

We want you to feel confident in managing your privacy and we appreciate the seriousness of the matter. This is why we have updated and will be updating our Privacy Policy and Terms of Service regularly to provide more details with regards on how we use your information and other data.

Please kindly take the time to read and understand the Website Terms and Conditions carefully and completely. The onus is on you (the user and the public) to read, understand and be fully informed.

This includes our Privacy Policy. We respect your rights and obligations in relation to Good Jobs, The Social Equity and/or partners and associates. If you do not accept and/or in any way or manner dispute these terms, please do not use or continue to use this Website and related materials. Please do not extract information or quote any information or data sources from and within it as well. The act of using and continuingly reading and extracting information from this website clearly implies that you accept these terms and conditions at your own free will.

Good Jobs, The Social Equity and/or our partners and associates retain all rights to change, amend, edit, update, upload, link, associate, repackage, market, filter, delete and remove information, visuals, logos, graphs and data, policies, by-laws and rules without any prior notice.

This Privacy Policy explains how Good Jobs and our partner company, The Social Equity Pte. Ltd and/or partners and associates, collects, uses, markets, packages, filters and discloses data, including Personal Data, received in the course of your usage of the website and all other services, modes and products (collectively "Platform").

1. "Personal Data" is any data and information of an individual, whether true or not, accountable or not, which identifies an individual from that data or from that data pool and source; and any other information or information pool to which we have or are likely to have access to and referred to both directly and indirectly.
2. In the course of using our Platform and/or related sites and/or marketing platforms and mechanism including questionnaire, surveys and/or other research tools and modes. Personal Data that we collect of you may include:
 - a. Name, gender, contact details, address, photo, identification documents and other details, passport and other related and personal or family-related documents;

- b. Employment history, educational background, salary, financial, social and other job details, bank details, credit history and all forms of background and/or social standing checks;
 - c. Family details, criminal records, health, medical, mental, dental and related records, documents and history;
 - d. Application forms and all the details within either as a complete image and/or in partial details;
 - e. Other relevant data that is necessary to facilitate your job application and/or job posting, and/or profiling and labelling, and/or job search and/or upskilling and training as the case may be.
3. Good Jobs is a Singapore-based Singapore-owned jobs platform for job applicants and job posters (including and not limited to organisations, employers, groups, SMEs, VWOs, agencies and all others). The nature of the business may change without any notifications and justifications. Please be fully aware that The Good Jobs job website and all its related services, modes of engagement and products work directly and in collaboration with our affiliate and partner, The Social Equity Pte Ltd and/or its partners and associates, to provide assistance, advice, help, and consultation to job applicants as well as job posters on the platform.
4. Good Jobs collects your Personal Data in the following ways:
 - a. Using the Platform and/or any of our services and linked offerings, profiling, filtering, marketing and promotions;
 - b. User account creation, usage, maintenance and updating/ uploading of information and data in any format;
 - c. Submission of resume/curriculum vitae, professional references, certificates, documents, visuals and all other forms, formats and modes.
 - d. Submission of application forms, questionnaires, surveys, profiles and all other forms of data collection;
 - e. Interaction with our personnel, staff and/or associated contacts and/or vendors via phone, email, contact forms and/or in-person via private and public events and/or otherwise;
 - f. When you respond to our promotions, links, initiatives, marketing mailers, contests, games, profiles fund raisers, events and/or are contacting by our contracted marketing personnel, sales and business development channels and/or associates;
 - g. When you request to be included in mailing list in both digital and/or non-digital formats across all modes, formats and manners;
 - h. When you submit your Personal Data and information in any format or form to us for any other reason(s).
5. It is your duty to ensure that all Personal Data submitted to us are complete, accurate, timely, verified and correct. We reserve all rights to reject, filter, accept and amend all and any information submitted to us via any of our channels and/or platforms and/or modes without any prior notifications, permissions and/or alerts.
6. If you provide us with any Personal Data relating to a third-party (e.g.

information of spouse, children, parents, employees and/or authorised representatives), by submitting such information to us, you represent to us that you have obtained the consent of the third-party to you providing us with their Personal Data for the respective and any purposes. We reserve all rights to reject, accept, filter and amend all and/or partial information submitted to us via our channels and platforms without any prior notifications, permissions and/or alerts.

7. Good Jobs, The Social Equity Pte Ltd and partners and/or associates as well as network collaborators and/or business affiliates, employees, part-time and/or contract staff as well as any third-party contractors and/or vendors approved by us, may process in all and any ways and manners; and use your Personal Data for the following purposes without any notifications:

a. For all users:

- i. Providing the Platform and its related services;
- ii. To maintain your user account with us;
- iii. Responding and following-up to your queries, requests and/or complaints;
- iv. Compliance with applicable laws and regulations;
- v. Audits, reviews, analysis, tabulations of processes and all manners and modes of risk management;
- vi. Verifying your data, information, personal particulars and all related data;
- vii. Provide you with services, including marketing, sales and all other commercial and/or non-commercial services, which you had signed up, inquired for and/or requested for;
- viii. Conducting of market and analytical research, detailed profiling, understanding and determining customer location, preferences, patterns and/or demographics for us and our partners and associates to review, develop and improve our products, services; and to also develop new special offers, terms of engagements and marketing programmes and to do better customer service and/or follow-ups;
- ix. Sending you details of products, commercial and non-commercial information, services, contests, special offers, notifications and/or rewards, provided by us and/or our partners, affiliates, associates and related network, which we deemed to be and/or may be of interest to you;
- x. From time-to-time sending to you job information, inquiries, questionnaires, research materials and skill upgrading opportunities and information, events and/or other related marketing messages via Telephone calls, SMS, WhatsApp, Social Media messaging, Emails and all other digital and no-digital formats;
- xi. Submission to government partners and/or agencies and approved vendors to assist with providing you services and/or products and packages; and

xii. Any other purpose or purposes relating to the Platform, our services, our products, our packages, our marketing and non-marketing materials in any mode, manner or form; and any or all of the above.

b. If user whom is a job applicant:

- i) Assisting and/or submitting your resume/curriculum vitae, documents and/or all other information and records;
- ii) Background checks, personal checks and all forms of due diligence checks;
- iii) Collecting information about your suitability and profiles for the position and/or courses and/or packages that were applied for
- iv) Organising training, educational, training, consulting, upskilling and development programs;
- v) Assessing and analysing your performance and/or usage;
- vi) Sending you updates, information, messages and alerts related to job and all other commercial and non-commercial areas and/or topics
- vii) Applications which you may have requested for;
- viii) Submission to government partners, agencies and/or other public and/or private organisations (and groups) as part of the job and required and stated process.
- ix) Application procedure and process; and
- x) Any other purpose relating to the Platform, our services to you as a job applicant and/or any of the above.

c. If the user of the website platform is a job poster (like a potential employer, recruiter and/or from an organisation etc), we require and reserve all undisputed rights (without notifications and/or alerts) to:

- i. Verify and/or qualify your entity details and to sight, retain, use all documentations including legal and official ones;
- ii. Verifying the veracity of your job posts; and to contact you (the job poster/ HR/ Recruiter) directly via any reasonable means and modes, if there are any errors, misunderstandings and/or misalignment of information and misrepresentation;
- iii. Organising job fairs, community outreach, road shows, talks, networking sessions, seminars, public and private events and/or others online, offline and/or physical and/or hybrid formats;
- iv. Assessing suitable services and/or other product or service offerings for you and your organisation; and
- v. Any other purposes and objectives relating to the Platform, our services to you as a job poster and/or any of the above.

8. Good Jobs, The Social Equity and/or partners and associates reserve ALL rights to decide, and to act with regards to disclosure (full and/or partial); and will only disclose, use and reference your Personal Data for legitimate

purposes as listed comprehensively above, to:

- a. Our affiliates, business partners, associates, network, agents, channels, contractors, vendor and/or any third-party providers;
 - b. Government and approved public and social agencies private and/or otherwise (including social and family services, VWOs, charities and/or all others);
 - c. Financial institutions, credit bureau, scoring agencies, institutions and/or all others;
9. By submitting this form and/or using, browsing and remaining on this site and all related links and sites, you agree that Good Jobs, and/or The Social Equity Pte Ltd and their associates, network and partners may collect information of job posters and/or job applicants from the platform (and related sites); as well as contact job posters or/and job applicants for the purpose of assisting users in the use of the job portal and/or any employment and upskilling and training related marketing and/or all non-marketing activities in accordance with the Personal Data Protection Act 2012 and our data protection policy. We remain and retain sole discretion with regards to the use, amendment, editing, deleting, referencing, filtering, profiling, retention, uploading and/or other modes pertaining to all the information and all the data presented here. We accept NO liabilities and costs in any way, form and/or manner; and all of our rights are protected across all situations and formats.
10. You hereby agree to our partner, The Social Equity Pte. Ltd and/or associates, network and partners, in directly contacting you via postal mail, social media and messaging and/or electronic transmission to your email addresses; and to your telephone numbers (in both official-work and non-official-private capacities) by way of voice call / phone call, SMS / MMS /other popular electronic modes and manners of text messages; and/or email / fax, for the purpose of sending you information and/or visuals about products and/or services that The Social Equity and related associates, network and partners may be offering (including, without limitation, to any job offers, job details, trainings, upgrading opportunities, educational and non-educational seminars, marketing products, talks, private and public events and/or forum across digital and/or non-digital formats; physical and hybrid formats and modes), and which The Social Equity believes may be of interest or benefit to you and related parties and/or organisation.
11. If your Personal Data has been provided to third parties in the course of using our Platform and/or using our services in anyway or modes, you must contact such third-party directly to withdraw consent or update your Personal Data. Accordingly, you acknowledge that Good Jobs and The Social Equity and our related partners and associates do not have control over such third-parties, and such third-parties may still contact you for, amongst others, marketing, search and recruitment and/or job matching services and/or other sales and marketing opportunities.

12. If you withdraw your consent for whatever reason(s) to the use of your Personal Data in any way, Good Jobs, The Social Equity and our associated network, partners and associates will not be able to continue providing our services. If this results in a subsequent breach of contractual obligations, Good Jobs, The Social Equity and our related partners and associates expressly reserves our rights at law and to terminate accordingly and without notifications and/or alerts in any modes, way or manners.
13. The Platform may contain links to other third-party owned sites, groups and platforms. These third-party sites and platforms may be co-branded with and/or display our logo and/or trademark. We would explicitly state that we are not responsible in any way, manner and form for such sites and platforms operated by such third-parties. You should check the applicable terms of use and privacy policies of the third-party site and platforms and attribute no liabilities, loss or cost to Good Jobs, The Social Equity Pte. Ltd and our related associates, network and partners.
14. Good Jobs and our network and partners deploy cookies and other formats which are small data files sent to your browser to store and track statistical and information about you when you use and engage our Platform and related links. These may include:
 - a. Faster loading of the Platform;
 - b. Browser type and other information;
 - c. Common entry, common exit and drop-off point;
 - d. User profile; frequency of visits, time spent on pages and page views
 - e. and others; and
 - f. Organic traffic, paid traffic and/or unique visitors and all related data.
 - g. We reserve all rights to add, delete, improve and change any cookies and other electronic formats to suit our overall objectives without any forms or modes of notifications.
 - h. All rights are reserved and protected
15. TO THE FULLEST EXTENT PERMITTED IN LAW, GOOD JOBS, THE SOCIAL EQUITY AND ITS AFFILIATES, ASSOCIATED COMPANIES, OFFICERS, DIRECTORS, MANAGEMENT, EMPLOYEES, STAFFS, PART-TIMERS, INTERNS, VOLUNTEERS, AGENTS, PARTNERS, SUPPORTERS, REPRESENTATIVES, SHAREHOLDERS, INVESTORS AND ADVISORS SHALL NOT BE LIABLE IN ANY EVENT AND/OR MANNER FOR DAMAGES OF ANY KIND SUFFERED BY YOU WHATSOEVER DIRECTLY AND/OR INDIRECTLY ARISING FROM AND/OR RELATING TO YOUR USE OF AND/OR INABILITY TO USE THE PLATFORM AND/OR RELATED LINKS, GROUPS AND OFFERINGS.
16. We do and we embark on everything in good faith; and we reserve all rights to protect our interests, branding and market share; reputation, social and community standings, and current and/or potential earnings and benefits moving forward. This Privacy Policy shall be governed exclusively by the laws

of Singapore.

We thank you sincerely for taking the time to read and we hope that you will be satisfied with the terms stated above and that you will find our services comprehensive and offerings favourable. Should you have any further questions, please contact us via our CONTACT US page on the website. We wish you a good job search and career developing journey ahead!