

# THRIBE PRIVACY POLICY

27<sup>th</sup> February 2017

Thribe Solutions Limited (hereafter Thribe and its affiliates) respects your privacy and is committed to protect the personal information of its users - buyers, sellers, and visitors browsing the site ("Users"). We believe that you have a right to know our practices regarding the information we may collect when you visit and/or use our website [<http://thribeapp.com>] (the "Website"). This policy explains our privacy practices for the Website and services provided by Thribe. By accessing and/or using the Website and its related sites, applications, services, goods and/or registering for a Thribe account, you consent to the terms and conditions of this privacy policy, including to our collection, use, disclosure, processing and retention of your personal information. You can also learn how to limit sharing of information in this policy.

## Individuals Under the Age of 18

Our Website and App is not intended for users under 18 years of age. No one under age 18 may provide any personal information to or on the Site. We do not knowingly collect personal information from individuals under 18. If you are under 18, do not use or provide any information on this Website or through Thribe App or on or through any of its features, make any purchases through the Website, use any of the interactive or public comment features of this Website/App or provide any information about yourself to us, including your name, address, telephone number, e-mail address or any screen name or user name you may use. If we learn we have collected or received personal information from an individual under 18 without verification of parental consent, we will delete that information.

## Information We Collect

When you register to the Website we ask you to provide certain personal information, including a valid email address, location and username. We may collect additional information such as physical address and additional authentication information, to provide you with the services you need (such as payment or withdrawal of funds, sending physical goods), or to ensure the marketplace integrity (for example, prevention of fraud). We collect information to provide better services and enhanced user experience to all of our Users.

In addition, we collect information while you access, browse, view or otherwise use the Website. In other words, when you access the Website we are aware of your usage of the Website, and may gather, collect and record the information relating to such usage, including geo-location information, IP address, device and connection information, browser information and web-log information, and all communications recorded by Users through the Website/App. We use that information to enhance user experience, personalise your browsing experience as well as monitor the Website for fraud and inappropriate content or behaviour. We may also collect supplemental information obtained from third parties such as demographic and navigation data. Additionally, in order to improve your online experience at Thribe, we have implemented

impression reporting. While you view our ads, we may gather user Global Unique Identifier, http request data like, user agent, ip, host, url, country/continent from which request made, browser info, device/operating system/operating system version.

Once you register, your username and additional information regarding your activity is made public and is visible to all Users of the Site. This information includes photos you upload, your published portfolio, Job information, reviews, and additional information you may choose to add to your profile.

## **How do we collect Information?**

You directly provide us with most of the information we collect. You do this by filling out the registration details on the Website/Thrube App, and by posting and sharing additional information voluntarily. This can include information about sellers and their Jobs, User's location, sharing of portfolio, reviews and feedbacks by buyers and anything you choose to add to your user profile. We also collect technical information indirectly and automatically through our systems. This information may include logging your Internet Protocol (IP) address, software configuration, operating system and use of cookies (cookies are small files sent from us to your computer and sometimes back). Cookies ultimately help us improve your navigation and ease of use of our Website. Cookies do not contain any personally identifiable information. You can find further information about Cookies in this policy below, under cookies and Local Storage.

## **How do we use the Information collected?**

We use personal information only as appropriate to provide you with quality service and security. For example, we may use the information collected from you to verify your identity. We may also use this information to establish and set up your account, verify or re-issue a password, log your activity and contact you from time to time. The information helps us improve our services to you, customise your browsing experience and inform you about additional products, services or promotions from Thrube that may be of interest to you. In addition, this information helps us track any fraudulent activities and other inappropriate activities and monitor content integrity. Should you ever deactivate your account with us, we will keep your information on file, but only use it to comply with regulatory requirements and to contact you occasionally with the option to reactivate your account. We will ask for your consent before using information for a purpose other than those set out in this privacy policy. We retain information as long as it is necessary and relevant for our operations. In addition, we may retain personal information from closed accounts to comply with the law, prevent fraud, collect any fees owed, resolve disputes, troubleshoot problems, assist with any investigation, enforce our Website terms and take other actions permitted by law.

## **Sharing Personal Information with Third Parties**

We do not sell or rent your personal information to third parties for their marketing purposes without your explicit consent.

We may combine your personal information with information we collect automatically or obtain from other companies and use it to improve and personalise our services, content and advertising. If you do not wish to receive marketing communications from us, you can opt-out through the link attached to each communication or by sending an email to hello@thribeapp.com

We may provide your personal details to third parties, only in order to operate the Website, and prevent fraud and illegal activities, as detailed below:

- to service providers for the purpose of opening, operating and servicing your account (example - payment vendors, CRM systems, mailing systems or technical consultants);
- to respond to a subpoena or court order, judicial process or to regulatory authorities; and
- to protect against fraud, unauthorised transactions (such as money laundering), claims or other liabilities. We do not collect credit information; but allow our payment vendors to collect information for the purpose of collecting payments from buyers on the Site or transferring payments to sellers on the Website. We are not exposed to the payment information provided to our payment vendors, and this information is subject to the privacy policy applicable to the payment vendor.

## **Cookies and Local Storage**

When you visit the Website/App, we may use industry-wide technologies such as "cookies" (or similar technologies), which store certain information on your computer and which will allow us, among other things, to enable automatic sign-in to the Website/App, make your browsing much more convenient and effortless and allow us to test user experience and offer you personalized browsing or promotions. Cookies (which may be html files, Flash files or other technology) are text files that help store user preferences and activity. The Site uses cookies to collect statistical data about its use, to tailor the Site's functionality to suit personal preferences and to assist with various aspects of Site operation. These files contain a variety of information such as information about webpages visited by you, the length of time you visited certain sites, data about how you came to visit particular sites, the scope and nature of those sites, areas viewed by you, and additional information.

## **Blocking Cookies**

You may set your browser to block all cookies, including cookies associated with our services, or to indicate when a cookie is being set by us. Information on deleting or controlling cookies is also available at [www.aboutcookies.org](http://www.aboutcookies.org) (note that this website is not provided by Thribe, and we therefore cannot ensure its accuracy, completeness or availability). It is important to remember that many of our services may not function properly if your cookies are disabled. For example, cookies may, in certain cases, save you from the need to enter usernames and passwords, and allow session continuity.

## **Security**

We take great care in maintaining the security of the Website/App and your information and in preventing unauthorised access to it through industry standard technologies and internal

procedures. However, we do not guarantee that unauthorised access will never occur. Users who have registered to the website/App agree to keep their password in strict confidence and not disclose such password to any third party.

## **Third Party Sites**

While using the Site you may encounter links to third party websites. Thribe is not responsible for these sites and has no responsibility or liability whatsoever with regard to privacy matters or any other legal matter with respect to such sites. We encourage you to carefully read the privacy policies and the terms of use or service of such websites. Our terms of use and our privacy policy apply only to information collected by us in accordance with this policy.

## **Updating Your Information**

We take steps to ensure that the personal information we collect is accurate and up to date, and we provide you with the opportunity to update your information through your account profile settings. In the event that you believe your information is in any way incorrect or inaccurate, please let us know immediately. We will make sure we investigate the matter and correct any inaccuracies as quickly as possible where necessary or give you ways to update it quickly or to delete it - unless we have to keep that information for legitimate business or legal purposes. When updating your personal information, we may ask you to verify your identity before we can act on your request. If for any reason you have a problem with deleting your personal information please contact us at [admin@thribeapp.com](mailto:admin@thribeapp.com) and we will make reasonable efforts to delete any such information pursuant to any applicable privacy laws.

You can review and change your personal information by logging into the Site and visiting your account profile page.

You may also send us an e-mail at [admin@thribeapp.com](mailto:admin@thribeapp.com) to request access to, correct or delete any personal information that you have provided to us. We cannot delete your personal information except by also deleting your user account. We may not accommodate a request to change information if we believe the change would violate any law or legal requirement or cause the information to be incorrect.

If you delete your User Generated Content ("UGC"), as defined in the Thribe Terms Of Service, from the Website/App, copies of your UGC may remain viewable in cached and archived pages, or might have been copied or stored by other users. Proper access and use of information provided on the Website/App, including UGC, is governed by our Terms of Service

## **Changes to the Privacy Policy**

We reserve the right to change this policy at any time, so please re-visit this page frequently. Changes to this privacy policy are effective as of the stated "Last Update" and your continued use of the Website/App on or after the Last Update date will constitute acceptance of, and agreement to be bound by, those changes.

## **Corporate Change**

In the event we go through a business transition such as a merger, acquisition, bankruptcy, or sale of all or a portion of our assets, your information may be among the assets transferred.

## **Got any Questions?**

If you have any questions (or comments) concerning this Privacy Policy, please email us at [hello@thribeapp.com](mailto:hello@thribeapp.com) and we will make an effort to reply within a reasonable timeframe.