



A detailed privacy notice is provided to candidates who apply for opportunities through **AmberTAG, Inc.** Careers page available on our website.

AmberTAG, Inc. collect and process the following categories of personal information from candidates:

- Name and contact details
- Resume/CV and professional profile information
- Date of birth
- Educational qualifications and skills
- Employment history and related information
- Background verification details
- Passport details (only if required and applicable)
- Additional optional information such as web profiles, willingness to travel, etc.
- Financial and national identification details (only where required by applicable laws)

Please note: The categories of personal and sensitive personal information collected may vary based on business requirements and applicable legal obligations.

Use of Personal Information

We use personal information for the following purposes:

- To manage recruitment, evaluation, and selection processes
- To conduct background verification checks through authorized service providers, where permitted by law and with consent where required.
- To facilitate onboarding and employment-related processes (if selected)
- To comply with applicable labor laws and regulatory requirements
- some states regulate background checks,
- and the Fair Credit Reporting Act (FCRA) may apply.

Legal Basis for Processing

We process personal information based on:

- The necessity to take steps prior to entering into an employment contract
- The performance of a contract (if applicable)
- Your consent, where required under applicable laws

Consequences of Not Providing Personal Information

If you choose not to provide required personal information, we may be unable to process your application or proceed with recruitment.

Data Recipients



Personal information may be accessed or shared with:

- Authorized personnel within **AmberTAG, Inc.** its subsidiaries, and affiliates
- Service providers (including background verification and cloud service providers)
- Business partners and consultants (where applicable)
- Government authorities, regulatory bodies, and law enforcement agencies (as required by law)
- Auditors (internal and external)
- Clients, where required under contractual obligations

Your Rights

Subject to applicable data protection laws, you may have the right to:

- Access, correct, or delete your personal information
- Object to or restrict certain processing activities
- Request a copy of your personal data

To exercise your rights, please contact: privacy@ambertag-inc.com

Secondary Use of Data

If we intend to use your personal information for purposes not covered in this notice, we will provide an updated notice and obtain consent where required by law.

Data Sharing and Disclosure

AmberTAG, Inc. does not sell personal information.

We may share personal information with:

- **AmberTAG, Inc.** affiliates and subsidiaries
- Business partners and service providers
- Authorized third-party vendors and contractors

We may also disclose personal information:

- To comply with legal obligations
- To regulatory authorities and law enforcement agencies

Data Security

AmberTAG, Inc. implements appropriate administrative, technical, and physical safeguards to protect personal information against unauthorized access, disclosure, alteration, or destruction.

Data Retention



US companies usually specify a timeframe.

Personal information may be retained for future employment opportunities and legal compliance purposes for a reasonable period, in accordance with applicable laws. Data is securely deleted when no longer required.

Contact and Complaints

If you have concerns about how your data is handled, you may contact your local data protection authority in accordance with applicable laws.

For any queries or requests, please contact: privacy@ambertag-inc.com

Updates to This Notice

AmberTAG, Inc. may update this Careers Privacy Notice from time to time. Updated versions will be posted on our website.