

## ExSyn Privacy Policy

ExSyn Corp and its subsidiaries hereinafter referred as 'ExSyn,' is committed to respect your privacy and choices while using our website. The statement highlights our privacy practices regarding Personal Information that we hold about you.

- 1. Personal Information we may collect and process:** For the purposes of this privacy statement, 'Personal Information' is any data which relates to an individual who may be identified from that data, or from a combination of a set of data, and other information which is or may be in possession of ExSyn. In general, you may browse our website without providing any Personal Information about yourself. However, certain information such as your IP address, demographics, your computers' operating system, and browser type may be collected in order to provide better usability, troubleshooting, site maintenance, and to understand which parts of the website are visited and how frequently. When you register on our website or would like to comment on our content, we may require you to provide us with certain Personal Information such as your name, email address, designation, company, country and telephone number, for one or more of the following purposes: user ID creation, identifying you, contacting you and provide access to desirable content based on your preferences. While accessing certain sections of the ExSyn website such as Recruitment you may also be required to provide additional Personal Information for ExSyn to process the corresponding request.
- 2. Consequences of not providing Personal Information:** If you choose not to provide your Personal Information that is mandatory to process your request, we may not be able to provide the corresponding service.
- 3. Data recipients, transfer, and disclosure of Personal Information:** ExSyn does not share your Personal Information with third parties for marketing purposes without seeking your prior permission. ExSyn will seek your consent prior to using or sharing Personal Information for any purpose beyond the requirement for which it was originally collected. We may share your Personal Information within ExSyn or with any of its subsidiaries, business partners, service vendors, authorized third-party agents, or contractors located in any part of the world for the purposes of data processing, storage, or to provide a requested service or transaction, after ensuring that such entities are contractually bound by data privacy obligations. When required, ExSyn may disclose Personal Information to external law enforcement bodies or regulatory authorities, in order to comply with legal obligations.
- 4. Use of cookies:** ExSyn receives and records information from your *browser* when using our Sites, which may also include personal data. We use *cookies* to collect this information, which may include among others: (i) IP address; (ii) *unique cookie identifier*, information on *cookies* and information about the fact that the device has *software* to access certain features; (iii) *unique device identifier* and type of device; (iv) domain, type of *browser* and language, (v) operating system and system settings; (vi) country and time zone; (vii) previously visited *websites*; (viii) information about your interaction with our Sites, such as *clicks* made, any purchases and indicated preferences; and (ix) access times and reference URLs.

Third parties can also collect information from the Sites via *cookies*. Third parties collect data directly from your *web browser* and the processing of this data is subject to the respective *privacy policies* of these third parties. We use *cookies* to monitor the use of the Sites by our customers and understand their preferences (such as the choice of country and language). This allows us to provide services to our visitors and improve their online experience. We also use *cookies* to obtain aggregated data relating to site traffic and site interaction, to identify trends, and to obtain statistics so that we can always improve our Sites. There are essentially three categories of *cookies* used on our sites:

**Functional cookies:** these *cookies* are necessary for the basic functioning of the Site and are therefore always enabled. They include *cookies* that allow the Sites to remember users when they

browse the Site in a single session or, if requested, from one session to another. They help provide assistance with security issues and regulatory compliance.

**Performance cookies:** these *cookies* allow us to improve the functionality of our Sites by monitoring their use. In some cases, these *cookies* improve the processing speed of requests and let users store their preferences of a specific site. Refusing these *cookies* can lead to unspecific indications and slower operation of the site.

**Social media and advertising cookies:** the *cookies* related to *social media* offer the chance to connect to *social networks* and share contents of our Sites through *social media*. Advertising *cookies* (of third parties) collect information to help better tailor advertising to your interests, both inside and outside our Sites. In some cases, these *cookies* involve the processing of your personal data. Refusing these *cookies* may result in the display of advertisements which are of no interest to you or the inability to effectively connect with social networks and/or share content on *social media*.

For a complete and updated summary of all the third parties that access the *web browser*, it is advisable to install a specially created *web browser plug-in*. You can also choose to have your *computer* inform you each time a *cookie* is sent, or you can choose to disable all *cookies*. This can be done in the *browser* settings of each *browser* and device used. Every *browser* is partly different, so you will have to consult each *browser's* menu to learn the correct way to change *cookies*. If you disable the *cookies*, you may not have access to many features that make our Sites more efficient, and some of our services will not work properly.

5. **Access, correction, objection of your Personal Information:** Depending on local laws, you may access, update, or correct your Personal Information that we hold, including your profile and preferences. You may do so in the corresponding sections where such information was provided. If you have difficulty in updating or accessing your Personal Information as stated above, you may contact us at [hr@exsyncorp.com](mailto:hr@exsyncorp.com)
6. **Data security:** ExSyn adopts reasonable and appropriate security practices and procedures that includes administrative, physical security and technical controls in order to safeguard your Personal Information.
7. **Data retention:** ExSyn may retain your Personal Information as long as there is a business requirement, subject to adherence to the applicable laws, or if otherwise required to be retained under applicable laws.
8. **Linked websites:** ExSyn may provide links to third-party websites and services. However, ExSyn is not responsible for the privacy statements, practices, or the contents of such third-party websites.
9. **How to contact us:** If you have any questions regarding our privacy practices or this privacy statement, you may contact us at:

The Manager, HR, ExSyn Corp, G10-11 Creative Estate, NM Joshi Marg, Lower Parel East, Mumbai 400 011, India OR you could Email us at: [privacy@exsyncorp.com](mailto:privacy@exsyncorp.com)

10. **Updates to this privacy statement:** ExSyn may change the data privacy practices and update this privacy statement as and when the need arises, and the same will be made available on the website. But our commitment to protect the privacy of website users will continue to remain.