

WEBSITE PRIVACY POLICY

Pravesha Industries Private Limited (“**Pravesha**” or “**We**”) maintains the website pravesha.com. This website privacy policy (“**Privacy Policy**”) governs the receipt, collection, processing, storage, usage, transfer and disclosure of your personal information (as defined below) through this website.

We are firmly committed to ensuring compliance with our data protection obligations under the Information Technology Act, 2000 (the “**IT Act**”), the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011 (the “**SPDI Rules**”) and the Information Technology (The Indian Computer Emergency Response Team and Manner of Performing Functions and Duties) Rules, 2013, as amended from time to time and further including any directions, notification or orders issued thereunder as well as other applicable laws in India. This Privacy Policy is applicable to users of this website and/or of any mobile applications/software applications and/or communication channels including but not limited to e-mail, SMS, WhatsApp, tele calling, etc. (collectively as “**Website**”) who seek to avail any of our Services (“**Services**”) through the Website (“**You**” or “**Users**”).

By engaging with us, You agree to the practices and policies set forth in this Privacy Policy. You hereby acknowledge that You have expressly consented to our collection, use, processing, storing, disclosure and/or transfer of Your personal information in the manner as described hereinunder and for the specified purposes. If you do not agree to any part of this Privacy Policy or our services or the manner in which Your personal information is used as per this Privacy Policy, please inform us and we will take actions accordingly as described below.

If any part of this Privacy Policy conflicts with the data privacy laws and/or other applicable legislation, the law(s) shall prevail.

Nature of personal information collected and their respective purposes

Please note that this Privacy Policy does not apply to websites maintained by other companies or organizations with which we partner with and/or link, and we are not responsible for any personal information You submit to third parties via the Website. Please ensure that You read the privacy policy of such third parties before submitting Your details.

- (i) **Information You provide us:** We will collect personal information that You choose to provide us through the Website in relation to the services provided by us. These may include (a) accessing and submitting applications to recruiters, (b) subscribing to updates, (c) requesting callback, quote or sample and/or (d) sending inquiry emails to us.
- (ii) **Automatically collected information:** When You use the Website, we collect activity information, such as Your device’s IP address, at what time Your device used the Website, etc. In this regard, We may utilise cookies, pixel tags, web beacons, etc., as further specified in our “**Cookie Policy**” below.

Sr. No.	Purpose and specific use cases	Type of data collected for the specified use cases
1.	For contacting us directly <ul style="list-style-type: none"> ● to request callback, quote or a sample ● For enabling customer support 	<ul style="list-style-type: none"> ● Full name ● Contact details such as phone number and email address
2.	Marketing communications <ul style="list-style-type: none"> ● to send You newsletters, promotional content, confirmations, updates, etc. ● 	<ul style="list-style-type: none"> ● Contact details such as name, phone number and email address.
3.	For career opportunities <ul style="list-style-type: none"> ● to evaluate candidates for career opportunities. ● to facilitate communication regarding job applications and interviews. 	<ul style="list-style-type: none"> ● Resume ● Contact details such as name, phone number and email address.
4.	Automatically collected log data <ul style="list-style-type: none"> ● Data collected when the user interacts with or uses the Website. 	Unique ID of the User, IP address, location, timestamp information, application, device, versions and configurations, operating systems, device brand and model, geo-location information, unique identifiers associated with Your device(s).
5.	Compliance with legal obligations <ul style="list-style-type: none"> ● to comply with disclosure obligations in accordance with applicable laws ● to respond to subpoenas, search warrants, court orders, or other legal process. 	Any personal information collected by the Website

COOKIE POLICY

We may use cookies, pixel tags, web beacons, and similar files or technologies to collect and store information with respect to Your use of our Website. This information is collected automatically when You navigate our Website. A cookie is a small text file that is stored on Your mobile application/ computer that enables us to recognize You, when You visit our portal, store Your preferences and settings, track Your use of our Website, and assist with security and administrative functions as well as monitor Your navigation and search patterns on our Website.

Users have the option to accept or disable cookies at any time through their browsers however this may affect the functioning of our Website.

YOUR DATA SUBJECT RIGHTS

If You do not agree with any of the terms of this Privacy Policy or wish to withdraw any consent You have provided to us, contact Pravesha at madhukishore@pravesha.com as per this Privacy Policy. However, please note that if You withdraw any mandatory permission or the consent to process and store information needed to facilitate the provision of Services, then we may be compelled to cease the provision of Services to You.

You can always elect not to disclose personal information to Us. However, please keep in mind that if You choose not to provide that personal information, Your ability to use our Services may be limited or restricted.

You have an option to always access Your personal information in order to view, add, alter, update and/or modify personal information provided to Pravesha.

YOUR PERSONAL INFORMATION RECEIVED FROM THIRD PARTIES

We may also be working closely with third parties (including, for example, business partners, search information providers and service providers) and may lawfully receive and process information about You. Such data may be shared/transferred/disclosed internally and combined with data collected and in accordance with this Privacy Policy.

HOW WE SHARE/TRANSFER/DISCLOSE THE INFORMATION

You hereby expressly authorize Pravesha to exchange, share/transfer/disclose, part with any and all parts of Your personal information to its affiliates / subsidiaries / banks / financial institutions / credit bureaus / agencies/ other entities / participation in any telecommunication or electronic clearing network as may be required by law, customary practice, credit reporting, statistical analysis and credit scoring, verification or risk management in accordance with the practices and procedures laid down in this Privacy Policy and shall not hold Pravesha liable for sharing/usage/transfer or disclosure of such personal information.

Pravesha may share/transfer/disclose personal information in the course of normal business operations, such as providing Services You have subscribed for, and any activity related to these Services. It may become necessary for Pravesha to disclose Your personal information to its agents and contractors in the course of normal business operations for the above-referred purpose. However, these parties would be required to use the personal information obtained from Pravesha for such purposes exclusively. Pravesha will endeavor to take all reasonable steps to ensure that the confidentiality of Your personal information is maintained by imposing strict confidentiality standards on all the third parties to whom it discloses such Information.

Pravesha will take steps to ensure that third parties we share data with, whether in India or outside, also adopt an adequate, reasonable level of security practices and procedures that are at least as protective as those described in this Privacy Policy.

All Your personal information is stored in India and on our internal servers. However, Pravesha may share/transfer/disclose Your personal information in the following manner:

- **Affiliates and Group Companies:** We may share/transfer/disclose any personal information we have collected or collect from You with our affiliates and group companies for product research and development, advertising relevant products to You, and to customize the products for Your benefit.
- **Change in Control:** While negotiating or in relation to a change of corporate control such as a acquisition, restructuring, merger or sale of our assets, we may be compelled to disclose our databases and personal information we have stored in the course of our Services.
- **Sharing with Regulators:** Notwithstanding anything contained in this Privacy Policy, we may share/transfer/disclose personal information in order to comply with the law of the land. If any governmental authority or law enforcement officers request or require any information Your personal information may be disclosed to them to the extent we believe that it is required to comply with the law or respond to legal process (such as a search warrant or other

court order or an order from an enforcement authority), and to protect the rights, property, or safety of Pravesha, its representatives or employees.

HOW WE KEEP YOUR PERSONAL INFORMATION SECURE

Pravesha uses commercially reasonable security measures (including physical, electronic and procedural measures) to safeguard personal information against loss, misuse, damage or modification and unauthorised access or disclosure. However, no system for transmitting or storing information electronically can be completely secure. Therefore, we cannot guarantee that personal information or other communications will always remain secure.

We maintain information pertaining to You in our business records as per current regulatory requirements. We have secure and appropriate data collection, storage, and processing practices. Our security measures protect against unauthorized access, alteration, disclosure or destruction of Your personal information..

In this context, we regularly review and update our practices to enhance your privacy and ensure that its internal rules and procedures are duly followed. We cannot, however, guarantee that no unauthorised use, disclosure, interception of, or access to, your personal information, accidental or intentional, will occur. To the extent permitted by law we disclaim any and all liability for any direct or indirect loss, damage or other consequences you or any third person may suffer as a result of unauthorised use, disclosure, interception, transmission errors, or access of your personal information, or other causes beyond our control.

We assume no liability or responsibility for disclosure of your personal information due to errors in transmission, unauthorized third-party access, or other causes beyond our control.

If you have come across a vulnerability or would like to report a security incident, you can directly contact the grievance officer by using the contact information provided below.

DATA RETENTION

We do not retain Your personal information for longer than required for the purpose for which the Information may be lawfully used. We may need to retain Your personal information for a longer period where we need the personal information for our legitimate purposes for e.g. to help us respond to queries or complaints, fighting fraud and financial crime, responding to requests from regulators, etc. If we don't need to retain Information for this period of time, we may destroy, delete or anonymise it promptly.

CHILDREN'S PRIVACY

Our Services are not directed at minors, and we do not knowingly solicit or collect personal information from persons under the age of 18 (eighteen). If we at any point of time We find out that

a minor has given us personal information, all such personal information will be deleted and the account will be terminated at once.

REVISIONS TO THIS PRIVACY POLICY

This Privacy Policy is subject to revisions from time to time in compliance with regulatory policies and guidelines without giving notice and we therefore advise You to please keep visiting this page regularly to take notice of any changes that may be done. Any changes or updates will be effective immediately upon posting the same on our Website at pravesha.com. Use of our Services after a revision constitutes consent to the updated notice to the extent permitted by law.

GRIEVANCE REDRESSAL

Any grievance may be reported to Mr. A.V. Madhu Kishore at madhukishore@pravesha.com. You may also get in touch with us over email to enquire about the treatment of Your personal information by contacting us at: madhukishore@pravesha.com. We will resolve any complaints/ grievances we receive within 30 (thirty) business days.