



PRIVACY POLICY

1. PRIVACY POLICY

At VBL, we take your privacy very seriously and are committed to protect your personal data. This Privacy Policy sets out the way in which we collect, use, disclose, transfer, and store your personal data when you use our website. You are advised to carefully read the Privacy Policy before using this website.

2. INFORMATION COVERED BY THIS PRIVACY POLICY

If you choose to provide the information through contact, recruitment forms to us then we may collect your personal data, including your name, email and contact number or other information you provide when you fill the forms. By default, aggregate information may collect from which an individual cannot be identified. Aggregate Information; when you visit and interact with the Site, VBL and third parties with whom VBL has contracted to provide services to VBL, may collect anonymous information from the server log files. Server Log Files: Your Internet Protocol (IP) address is an identifying number that is automatically assigned to your computer by your Internet Service Provider (ISP). This number is identified and logged automatically in our server log files whenever you visit the Site, along with the time(s) of your visit(s) and the page(s) that you visited. Collecting IP addresses is standard practice on the Internet and is carried out automatically by many web sites.

3. HOW VBL WOULD USE YOUR INFORMATION

If you choose to provide the information to VBL then we may use the PII (Personally Identifiable Information) collected for one or more of the following purposes:

- (1) Process your application for recruitment;
- (2) Background verification;
- (3) Proceed with employment, Appraisal, Promotion;
- (4) Contact you in case of further clarification, and
- (5) Fulfil other official purposes as required

4. HOW VBL WOULD SHARE YOUR PERSONAL DATA

Your Personal Data may be disclosed to the third party for the purposes stated above in para (3) in case the said service/s is/are outsourced or insourced. VBL employees have no rights to access other employee's personal data without any specific authorization by the management. Your data would not be shared with any third party for marketing or any other purpose without your knowledge. VBL would not sell your Personal Information to third parties.



5. INFORMATION VBL MAY RECEIVE FROM THIRD PARTIES

VBL may receive information about you from third parties, for example, employment portals, when you choose to upload information on such websites. In such cases, the VBL shall not be responsible for the actions of such websites or their owners or managers.

6. DATA SECURITY

VBL takes the security of your personal data very seriously. We take every effort to protect your personal data from misuse, interference, loss, unauthorized access, modification or disclosure. Access to your personal data is only permitted among our employees on a need-to-know basis and subject to strict contractual confidentiality obligations when processed by third parties. We will keep your personal data for as long as we need it for the purpose it is being processed. However, no electronic data transmission or storage of information can be guaranteed to be absolute secure. Please note that VBL cannot ensure or warrant the security of any information you provide us and you provide your information to us at your own risk.

7. DATA RETENTION

Personal Information will not be retained for a period more than necessary to fulfill the purposes outlined in this privacy policy, unless a longer retention period is required by law or for directly related legitimate business purposes.

8. CONSENT TO TRANSFER

The VBL is registered in India however has presence globally. Your Personal Data may therefore be transferred to global locations and processed there as case may be. By acceptance of this policy your consent to the transfer of your information to our offices across the globe.

9. CONTACT INFORMATION

If you have questions, comments or concerns about this Privacy policy, you may fill the contact us form to reach us.

10. CHANGE TO THE POLICY

If we change the way we handle your personal data, we will update this policy. We reserve the right to make changes to our practices and this policy at any time, please check back frequently to see any updates or changes to our policy.

Effective Date: This Privacy Policy was updated on November 2021 and is effective as of that date.