



VProPle Privacy Notice

This Privacy Notice was last updated on June 21, 2024

We, VProPle Solutions Pvt. Ltd. (“VProPle”, “Company”, “we”, “us”, “our”) have developed and own the website www.vprople.com (“Website”) and VProPle application (“Application”), collectively referred to as the “Platform”. The Website showcases the VProPle web based Application. The Application is an artificial intelligence-based interview as a service application developed by VProPle that assists VProPle’s customer conduct interviews of prospective candidates (“Services”).

We respect your privacy rights. This privacy notice (“Privacy Notice”) explains how we may collect, use, and disclose your personal data when you access and/ or use the Platform. We will not use or share your information with anyone except as described in this Privacy Notice. This Privacy Notice provides information about our collection, usage, processing, disclosure and protection of Personal Data through the Platform.

PLEASE READ THIS PRIVACY NOTICE CAREFULLY. BY CLICKING ON THE CONSENT CHECK BOX, AND BY ACCESSING AND USING THE PLATFORM, YOU AGREE TO THE TERMS OF THIS PRIVACY NOTICE OUTLINED BELOW. YOU HEREBY AGREE AND PROVIDE CONSENT TO VPROPLE FOR PROCESSING PERSONAL DATA FOR THE PURPOSES AND THE SCOPE DEFINED IN THIS PRIVACY NOTICE. IF YOU DO NOT AGREE TO THE TERMS OF THIS PRIVACY NOTICE, PLEASE DO NOT ACCESS OR USE THE PLATFORM.

IF YOU ARE ACCESSING THE PLATFORM ON BEHALF OF A THIRD PARTY, YOU REPRESENT SUCH A YOU HAVE THE AUTHORITY TO BIND SUCH THIRD-PARTY TO THE TERMS AND CONDITIONS OF THIS PRIVACY NOTICE AND, IN SUCH AN EVENT YOUR USE OF THE PLATFORM SHALL REFER TO USE BY SUCH THIRD PARTY. IF YOU DO NOT HAVE SUCH AN AUTHORITY (TO PROVIDE PERSONAL DATA OF A THIRD PARTY) OR DO NOT AGREE TO THE TERMS OF THIS PRIVACY NOTICE, THEN YOU SHOULD REFRAIN FROM USING THE PLATFORM.

IF YOU DO NOT AGREE TO THIS PRIVACY NOTICE, YOU MAY WITHDRAW YOUR CONSENT OR ALTERNATIVELY CHOOSE NOT TO PROVIDE YOUR PERSONAL DATA ON THE PLATFORM. SUCH AN INTIMATION TO WITHDRAW YOUR CONSENT CAN BE PROVIDE BY EMAIL ON connect@vprople.com.

This Privacy Notice is an electronic record construed in accordance with data protection laws of the applicable jurisdictions.

1. Definitions

- i)** “Personal Data” means any information that can be used to personally identify a natural person. Ex. first and last name, home address, billing address, or other physical address, email address, contact number.
- ii)** “User(s)”, “you”, “your” shall mean individuals that visit/ use/ access the Platform.
- iii)** “Customer” shall mean an entity/ organization/ individual that purchases, subscribes, uses the Services Platform.
- iv)** “Controller” means the natural or legal person, public authority, agency or other body which, alone or jointly with others, determines the purposes and means of the processing of Personal Data.
- v)** “Processor” means a natural or legal person, public authority, agency, or other body which processes Personal Data on behalf of the Controller.

2. Personal Data collected

When VProPle receives Personal Data from its Customer/s, VProPle will perform the role of a Processor, and the Customer that of a Data Controller. VProPle, acting as a Processor will process Personal Data in accordance with the instructions received from the Customer (Data Controller).

- i)** Contact information: We may receive your Personal Data such as your name, email address, phone number, address or any other information relevant in the course of business and preferences provided by you , including but not limited to information gathered through availing Services.
- ii)** Other information: If you use our website, we may collect information about your IP address and the browser you’re using. We might look at what site you came from, duration of time spent on our website, pages accessed or what site you visit when you leave us. We may collect the type of mobile device you are using, or the version of the operating system your computer or device is running. We may also collect non-identifiable information related to web analytics such as website traffic and tracking URLs, and other statistics for the analysis of the Platform
- iii)** We get information about you from third parties: For example, if you use an integrated social media feature on our Platform. The third-party social media site will give us certain information about you. This could include your name and email address.

[For Personal Data collected on behalf of Customer please refer to Clause 4 of this Privacy Notice.]

3. Accuracy of information

The User undertakes that he shall be solely responsible for the accuracy, correctness, or truthfulness of the Personal Data shared with us whether of its own or any third party. In the event the User is sharing any Personal Data on behalf of a third person, the User represents and warrants that he has the necessary authority to share such Personal Data with the Company, obtained a written consent from such third party and the Company shall not be responsible for verifying the same. The User understands and acknowledges that such Personal Data shall be subject to the terms and conditions of this Privacy Notice.

4. Processing of Personal Data by us on behalf of the Customers

This section concerns the Personal Data of the User collected by the Customer through the Platform, and such collection may be facilitated by us:

- i) The Company as a Data Processor: The Customer sets the purpose and means of processing of such Personal Data. We process such Personal Data only on behalf of and on the instructions of the Customer and for the purposes of rendering our Services to the Customer.
- ii) Customer Privacy Notice: If you are the User of the Platform and your Personal Data was shared with us by the Customer, the privacy policy of the Customer, on whose behalf we collect and process the Personal Data, will apply. This means that any enquiry, request, objection or complaint that you as a User may have in connection with the collection and/or processing of Personal Data that forms part of your Platform usage should be addressed to and resolved by the Customer.
- iii) Personal Data: We may process Personal Data of the users of the Platform, including but not limited to the name, email address, contact number, account details, chat interactions, details of support tickets.

The Customer has complete control over the Personal Data and the Company processes the Personal Data on the Customer's behalf.

- iv) Customer Responsibility: The Customer represents that it has acquired all necessary consents and/or relies on other appropriate legal basis for the processing of Personal Data of end-Users. Customer confirms that end-Users have been informed about that their Personal Data is transferred to the Company as a processor and other third parties used by the Company for the provision of Services.

We will process the Personal Data for as long as we provide services to the Customer and the Customer maintains active accounts of such Users.

5. Purpose of Collection, process and usage of the data:

The Personal Data collected by us shall be used for availing our Services and utilised for other functions including but not limited to:

- i)** use of our Platform.
- ii)** improve user experience and personalise content;
- iii)** update you about new products and features.
- iv)** to give more effective services and maintain the Platform;
- v)** to resolve any complaints, you may have and ensure that you receive the highest quality of Services;
- vi)** allowing you to participate in interactive features of our Platforms when you choose to do so;
- vii)** detecting, preventing and addressing technical issues;
- viii)** social media messages and marketing campaigns
- ix)** may use to analyse usage patterns.

6. Disclosure and Sharing of Information

We do not rent, sell or disclose or share any information that we collect from you, with third parties, without your prior consent. Keeping this in mind, we may disclose your Personal Data in the following cases:

- i)** Vendors: We may share your Personal Data with the service providers who work with us in connection with operating the Platform and/ or providing the services. All such service providers are subject to stringent confidentiality restrictions consistent with this Privacy Policy.
- ii)** Legal and Regulatory Authorities: We may disclose your Personal Data in order to comply with our legal obligations/ court orders/ requests by Govt. authorities.
- iii)** Affiliates: We may provide your Personal Data to our affiliates to enable them to improve the Platform, provide feedback and respond to their queries.
- iv)** Merger or Acquisition: We may transfer your Personal Data if we are acquired by another entity, or if we merge with another company or transfer a part of our business, including the Platform, to a third party. Any such third party or resultant entity that receives your Personal Data shall have the right to continue to use your Personal Data in line with the purposes set out herein. In the event of such a sale or transfer, we may notify you.

Except for the data disclosed under sub-clause (i), (ii), (iii),(iv) of Clause 6(a) above, VProPle may share data only if you authorize us to do so.

7. Transfer of Information

User authorizes, agrees and unambiguously consents to the transmission of any personal data information related to the, for legitimate business purposes:

- a)** Your consent to this Privacy Notice followed by your submission of such information represents your agreement to that transfer.
- b)** Your information may be transferred to, and maintained on, computers/secure servers located outside of your state, province, country or other governmental jurisdiction where the data protection laws may differ from those of your jurisdiction.
- c)** If you are located outside India and choose to provide information to us, please note that we may transfer the data to India to process the Information. We take all steps reasonably necessary to ensure that your data is treated securely and in accordance with this Privacy Notice and no transfer of your data will take place to an organization or a country unless there are adequate controls in place including the security of your data.
- d)** You are free to remove or delete content from your account at any point in time. However, there is a strong possibility that copies of public content will be retained indefinitely in our systems, including in cached and archived pages of the Platform, or if other users have copied or saved that information. In addition, due to the nature of internet sharing, copies of your content, including content that you have removed or deleted from your account, may also exist elsewhere on the Internet and be retained indefinitely.

8. Your Rights

You have the right to access Personal Data in our possession, right to have us rectify or modify any such Personal Data, right to have us erase/delete your Personal Data, right to restrict us from processing such Personal Data, right to object to our use of Personal Data, withdraw consent at any time where we are relying on consent to process Personal Data. Depending on the nature of the request, we may ask you to complete a Personal Data request form or seek certain details to verify the request. All requests for Personal Data will be handled within a reasonable period of time. If you would like to exercise ANY of these rights, please contact connect@vprople.com.

9. Information for EU and UK Visitors

Residents of the European Union (“EU”) and United Kingdom (“UK”) should note that this Privacy Policy has been updated in accordance with the requirements of the EU General Data Protection Regulation (the “GDPR”) and the UK GDPR, the United Kingdom Data Protection Act 2018, the Privacy and Electronic Communications Regulations, and any regulation

superseding any of the foregoing (“UK Privacy Laws”). As per the provisions of the GDPR and UK Privacy Laws we shall be considered the Controllers of the Personal information collected as a result of your use / access of the Platform and Processors of the Personal Data collected as a result of your use / access of the Services.

[Legal Basis \(for EU residents and UK residents\):](#) We will not process your Personal Data without a lawful basis to do so. We will process your Personal Data only on the legal bases of consent, contract, or on the basis of our legitimate interests, provided that such interests are not overridden by your privacy rights and interests.

[Transfer of your personal information across borders \(for EU Residents\):](#) The Personal Data we collect (of EU and UK residents) is stored on servers located in the EU region. Personal Data might be processed outside the EU and UK. We collect and transfer Personal Data outside the EU and UK in accordance with the provisions of the GDPR and UK Privacy Laws. If you have questions, please contact connect@vprople.com.

[Your Rights \(For EU and UK Residents\):](#)

You have the right to request us:

1. to let you know what Personal Data belonging to you,
2. we hold in our possession,
3. withdraw consent at any time where we are relying on consent to process your Personal Data,
4. right to have us rectify or modify any such Personal Data,
5. right to have us erase/delete your Personal Data,
6. right to restrict us from processing such Personal Data,
7. right to object to our use of your Personal Data,
8. you have the right to lodge a complaint with a data protection authority.

UK residents have the right to make a complaint at any time to the Information Commissioner’s Office (“ICO”), the UK supervisory authority for data protection issues (www.ico.org.uk). We would, however, appreciate the chance to deal with your concerns before you approach the ICO so please contact us in the first instance. We may need to request specific information from you to help us confirm your identity or also contact you for further information in relation to your request. If you would like to exercise ANY of these rights, please contact connect@vprople.com.

10. Children’s Notice

Our services are not intended for use by children under the age of 18 (“Child” or “Children”). We do not knowingly collect information from children under 18. If you become aware that a child has provided us with personal data, please contact us. If it comes to our notice that we have collected Information from or of children, we shall take steps to remove such information from our servers. If you believe that we might have any information that may

have been collected from a child or has been provided by a child, please write to us at: connect@vprople.com.

11. How long we retain your data

We will retain your Personal Data as long as it is required to be retained for the purpose of provision of the Services. We may also retain and use your Personal Data as necessary to comply with our legal obligations, resolve disputes, and enforce our agreements.

12. Cookies

We use cookies and/or similar in-house and third-party tracking tools to track user traffic patterns. Tracking tools also used are beacons, tags and scripts to collect and track information and to improve and analyze our Website. You may choose to disable cookies through your browser settings.

13. Changes and updates to the Notice

We may amend this Privacy Notice from time to time. We will post any privacy Notice changes on this page and, if the changes are significant, we will provide a more prominent notice by adding a notice on the homepages, login screens, or by sending you an email notification. We encourage you to review our privacy Notice whenever you use the Services to stay informed about our information practices and the ways you can help protect your privacy. If you disagree with any changes to this privacy Notice, you will need to stop using the Services and deactivate your account(s), as outlined above. If you have questions or concerns about how your information is handled, please write to us at connect@VProPle.com.

14. Discrepancies and Grievances with VProPle

If you have any questions or concerns or grievances regarding this Privacy Notice or if users wish to withdraw their consent in relation to the processing of their Personal Data, you can reach out to our appointed grievance redressal officer (also known as compliance officer) via email at connect@vprople.com.

Company Address: Vaisnavi Signature, No. 78/9, Outer Ring Road, Bellandur Village, Varthur Hobli, Bengaluru – 560103, Karnataka, India

15. Governing Laws and Jurisdiction

This Privacy Notice, our services and its use are governed by the laws of India and the courts in Bengaluru, India shall have exclusive jurisdiction over any disputes connected to our Platform or the Services.

Terms of Service

This Terms and conditions of Service describes the terms and conditions on which you agree to use our website or any of our platform or our services. We may amend this Agreement from time to time by posting amended terms on the Website. These Terms are to be read in conjunction with VProPle's privacy policy. (Privacy policy). PLEASE READ THIS TERMS OF SERVICE AGREEMENT AND PRIVACY POLICY CAREFULLY. BY USING THIS WEBSITE, YOU AGREE TO OUR TERMS OF USE AS SET OUT BELOW.

IF YOU DO NOT AGREE TO BE BOUND BY ALL TERMS OF USE CAPTURED IN THE TERMS OF SERVICE AGREEMENT, PLEASE DO NOT USE THE PLATFORMS/WEBSITE / SERVICES.

1. Overview

1.1 Vprople Solutions Private Limited, (hereinafter referred as 'Vprople')having its registered office At NO. 78/9, Outer Ring Road, Bellandur Village, Varthur Hobli, Bengaluru, Karnataka, India, 560103 provides specialized recruitment services to its clients including but not limited to filling open positions according to agreed specifications, pre-screening of potential candidates, scheduling, conducting interviews , interview assessment reports and discussing a confidential list of highly qualified applicants with the client.

1.2 Vprople does not promise, recommend, or approve any job offer, regardless whether it is permanent or on a contract basis. Vprople only facilitates 'through its platform where Interviewers' offer their interviewing skills to assist Clients with their hiring processes. Vprople is not a joint employer of any kind, and has no employment relationship with the Interviewers, Clients and/or candidates.

2. DEFINITIONS:

In this Agreement, the following terms, to the extent not inconsistent with the context thereof, shall have the meanings assigned to them herein below:

2.1 "Terms and conditions" refers to this current Terms and conditions of Service.

2.2 "Candidate" refers to any job seeking Individual referred or sourced by a corporate, partner or interviewer.

2.3 The term "Client or Corporate" refers to any Person, Company or Firm or any other business which registers itself on our website and/or use service/platform to find and engage Interview Services.

2.4 "Interviewer" refers to any Person or Individual who registers with us to conduct interviews in their area(s) of expertise using any of our services or platform /website.

2.5 “Recruiter or Recruitment Partner” refers to any Person or Company which registers itself on our website and/or uses our service/platform on web/app to help employer hire Professionals for their work.

2.6 “User(s)” refers to any party whether a person, company or firm who visits and/or registers itself on Vprople Website/Platforms and/or uses any of our Services. Includes Candidate, Client, Employer, Interviewer, Recruiter and Recruitment Partner.

2.7 “Vprople”, “We”, “Us” or “Our” refers to Vprople Solutions and its successors and assignees.

2.8 “Website” refers to Vprople.com

2.9 “Platform” refers to digital platforms offered by Vprople (collectively).

3. TERMS AND CONDITIONS

3.1 “Client” or “Corporate” or “Recruitment partner”

a. This Agreement does not alter in any way the terms or conditions of any other written agreement you may have with Vprople for its’ services. If you do not agree to this Agreement (including any referenced policies or guidelines), please immediately terminate your use of the Website.

b. You agree, represent and warrant that, you shall not, at any time during the term, transact with the Interviewer or otherwise solicit, intimate or encourage the Interviewer to communicate/correspond with you directly, bypassing the website/Vprople/ platform.

c. The user acknowledges that Vprople does not have any control over the behaviour of the candidates and therefore cannot be liable in respect of the behaviour, response or actions of the candidates.

d. You agree that Vprople has the sole discretion to terminate, suspend or block a User’s access to the Website, platform etc. for any reason including, without limitation, if a User has failed to comply with the terms and conditions of this Agreement or any other agreement that the user may have entered with Vprople. User agrees that we shall not be liable to User or any third party for any termination, suspension, or blocking of User’s ability to access the Website. Any suspension or termination shall not affect User’s obligations to us under this Agreement.

e. In order to access our services, you may require to provide relevant information and the information might vary as per your desired services. You agree that you are required to provide accurate, updated and correct information for our offered services.

f. You are responsible for keeping any login information confidential and to access our resources private. As a result, you are personally liable for all acts that occur under your account(s).

g. It is totally prohibited to access (or attempt to access) our platform using a method other than those we provide. You particularly undertake not to use any automated, unethical, or unorthodox methods to access (or attempt to access) any of our Resources.

h. You agree that you are not authorized to use the platform for any unauthorised purposes, or enable unauthorised third parties to access the platform, or reproduce, duplicate, copy, reverse engineer, sell, resell, or exploit any component of the platform.

f. PAYMENT TERMS

i. The user agrees that access to the platform or website under the terms and conditions of Vprople and subject to the payment as set out by VProple in the platform, website and/or any other agreement that has been executed between Vprople and user or between Vprople or any third party authorized by the user.

ii. We may at our discretion request for advance payment, which is to be paid to Us within first week from engagement start date.

iii. All charges and fees are exclusive of GST or any other applicable taxes. GST or other applicable taxes would be calculated and shown on the Vprople's invoice and paid by the user who benefits from our services.

iv. We may at our discretion charge interest, calculated on a daily basis at 7% above our own bank's base lending rate, if any payment is delayed by a user beyond the due date.

v. The Client hereby agrees that no claim for any type shall be imposed in case of any dispute upon Vprople other than extension of time by the Client for the completion of service in case of any delay.

vi. Any dispute or set off claim raised by a user does not entitle the user to withhold payment of any money owed to Us.

vii. The expenses incurred by Us in recovering any debt owed by a user shall be added to the user's invoice and be payable upon demand by the user.

3.2 "INTERVIEWER" – Terms and Conditions

a. The Interviewer agrees and understands that Vprople maintains higher level interview quality standard. Hence, the interviewer is required to strictly follow the interview guidelines of Vprople.

b. The interviewer throughout the interview process, shall maintain in the highest standards of professionalism and decorum.

- c. The Interviewer agrees, represents and warrants that the Interviewer shall not describe himself/herself as an agent or representative of Vprople or any Client or make any representations to any user or any third party or give any warranties which are of such a nature that Vprople may be required to undertake, or be liable for, whether directly or indirectly.
- d. The Interviewer agrees, represents and warrants that, the Interviewer shall not, at any time during the Term, transact with Client or Recruiter or Partner or otherwise solicit, intimate or encourage to communicate/correspond with the Client directly or by bypassing the Platform.
- e. Vprople follows very stringent privacy norms and any personal information provided by the Interviewer shall be kept confidential and same shall not be used other than in pursuance normal course of business under this agreement.
- f. The Interviewer shall not disclose any confidential information of Vprople i.e., business information, strategies, interview process, procedure, interview reports or about Vprople Platform, client details, candidate details etc. and shall not directly contact the candidate or Client of Vprople or divulge any details of the Interview result or interview.
- g. The Interviewer further declares that the Interviewer shall not violate the intellectual property rights of any third party and for any breach or violation of such intellectual property rights, the Interviewer shall be solely responsible.
- i. The Interviewer shall honour the Interviewer's appointments, failing which may be detrimental to the Interviewer's rating, earning and chances of securing future interviews.
- j. Vprople shall not under any circumstances liable for any claim, damages or loss suffered by any third party due to any act by the interviewer in case of any violation of any agreement between the third party and the interviewer.
- k. Interviewer Payment Terms
 - i. The Interview conducted by the Interviewer shall be considered as completed only after submission of the detailed feedback as required by Vprople.
 - ii. The interviewer shall be paid against per completed interview every week. However, payment cycle may be modified/ updated by Vprople time to time.

4. Modification of Terms of Service

We are constantly trying to improve our services, so these terms of this Agreement may change along with the Services. We reserve the right to change the terms of this Agreement at any time, but if we do, we will bring it to your attention by placing a notice on the Vprople website and/or by sending you an email. Your continued use of our services after the effective date of any change to the terms of this Agreement will be deemed to be your agreement/consent to the modified terms of this Agreement.

5. General Terms and Conditions

5.1 Each clause of the agreement constitutes a separate and independent provision. If any of the clause are judged by any court or authority of a competent jurisdiction to be void or unenforceable or in dispute or invalid or unenforceable for any other reason the remaining provisions shall continue in full force and effect.

5.2 Users hereby authorize and give consent to VProPle Solutions to send, either through itself or through any third-party service providers, from time-to-time various information/ alerts/ SMS/ other messages or calls, whether these numbers are registered with National Do No Call Registry/ listed in National Consumer Preference Register or not. The user also confirms that by sending any of such messages/ calls, users will not hold VProPle Solutions and/ or its third-party service providers liable/ institute complaint under the Telecom Commercial Communications Customer Preference (TRAI) Regulations, 2010 or such other applicable regulations including any amendment thereof, as may be applicable from time to time. It would be auto renewed every month and if the user wants to stop this service, please write an email to connect@vprople.com before the due date.

5.3 The user(s) have all requisite power and authority to execute the agreement, deliver and perform their obligations under this Agreement and have been fully authorized by all requisite corporate actions to do so.

5.4 The User hereby indemnifies Vprople against all losses, liabilities, costs and expenses (including but not limited to legal costs) suffered or incurred by Vprople which arise directly or indirectly from any dispute or any breach by the User of the terms of this Agreement.

5.5 The User shall at all times use the Services and the Platform in accordance with the applicable law and legislation and in particular, all applicable data protection, employment and anti-discrimination legislation. In particular:

5.5.1 do not infringe any intellectual property rights or other proprietary rights of any third party;

5.5.2 do not promote any illegal activities;

5.5.3 do not invade or violate any third party's right to privacy.

5.6 SUSPENSION AND TERMINATION

Vprople reserves the right to suspend access of any User to Vprople Platform or terminate access granted under this Terms and Conditions, without assigning any reasons for doing so.

This Agreement may be terminated:

a) By Vprople, with immediate effect, in case of breach of any obligations, representations or warranties, or any other material terms as contained by the user, any Applicable Law

and/or any of Vprople's policies. You agree and understand that Vprople reserves the right to refuse or restrict your access to the Platform and services therein.

D) Upon expiry or termination of this agreement, user shall reimburse Vprople against any expenses incurred, in pursuance of the execution of the agreement, any other outstanding amount or invoice against The Client.

5.7 Modification of Terms of Service

We are constantly trying to improve our services, so these terms of this Agreement may change along with the Services. We reserve the right to change the terms of this Agreement at any time, but if we do, we will bring it to your attention by placing a notice on the Vprople website and/or by sending you an email. Your continued use of our services after the effective date of any change to the terms of this Agreement will be deemed to be your agreement to the modified terms of this Agreement.

5.8 Warranty

You expressly agree that use of the web site/platform is at your sole risk. All information provided by Vprople is on an "as is" basis only. Vprople provides no representations or warranties, express or implied, including the implied warranties of fitness for a particular purpose, merchantability, title, and non-infringement. Without limiting the generality of the foregoing, Vprople makes no warranty that the web site/platform will meet your requirements or that the web site/platform will be uninterrupted, timely, secure, or error free or that defects in the web site will be corrected. Vprople makes no warranty as to the results that may be obtained from the use of the web site/platform or as to the accuracy or reliability of any information obtained through the web site/platform. No advice or information obtained by you through the web site/platform from us, or our officers, directors, employees shall create any warranty, representation or guarantee.

5.9 Limitation of liability

In no event will Vprople be liable to any party for any direct, indirect, special, punitive, exemplary or other consequential damages for any use of this web site/platform, or on any other hyperlinked web site, including, without limitation, any lost profits, interruption, loss of data or programs or reports or others on any of your systems or otherwise, even if we are expressly advised (or should have known) of the possibility of such damages.

5.10 Neither party have any authority of any kind to bind the other in any respect and no partnership, joint venture, agency of any kind or employment relationship is created as a result of the current Terms and conditions.

5.11 You will not access the Platform, and/or its Services, or the personal information of other Users, available on the Platform in order to build a similar or competitive website, product, or service.

POSH Compliance at VProple

At VProple, we are committed to providing a safe, respectful, and inclusive workplace for everyone. We strictly adhere to the Prevention of Sexual Harassment (POSH) Act, ensuring a zero-tolerance policy toward any form of harassment. Our comprehensive POSH compliance framework includes regular training, clear reporting mechanisms, and a dedicated internal committee to address concerns swiftly and confidentially. We believe in fostering a culture of dignity and respect, empowering every team member to thrive in a secure environment.