

Privacy Policy

This privacy policy (“Privacy Policy”) explains how HyWatts Inc., and its subsidiaries, collectively (“HyWatts”), collect, use, and disclose information related to the HyWatts website currently located at www.hywatts.com and its subdomains, including all data, content and functionality thereon (the “Website”). By accessing or using the Website, you confirm that you have read, understood and agree to the terms of this Privacy Policy and the HyWatts Terms of Use (the “Terms of Use”). If you do not agree to the terms of this Privacy Policy, do not access or use the Website.

The Website can only be accessed and used subject to the HyWatts Terms of Use and this Privacy Policy.

PLEASE READ THIS PRIVACY POLICY CAREFULLY. BY USING THE WEBSITE, YOU AGREE TO THE USE OF YOUR INFORMATION IT DESCRIBES AND TO THE OTHER TERMS OF THIS PRIVACY POLICY. IF YOU DO NOT AGREE TO THIS PRIVACY POLICY, PLEASE DO NOT ACCESS OR USE THE WEBSITE.

MODIFICATION OF THE PRIVACY POLICY

The Privacy Policy, from time to time, may be modified or updated, in which case , the update noted as “last revised” date will appear at the bottom of this Privacy Policy. When there is a change to the Privacy Policy in a material manner, reasonable efforts will be made to attempt to notify you and, where required by applicable law, we will obtain your consent. However, it is your sole responsibility to review the Privacy Policy from time to time to view any such changes. The updated Privacy Policy will be effective as at the date of posting, or such later date as may be specified in the updated Privacy Policy. Your continued use of the Website after any change constitutes your acceptance of the new Privacy Policy. If you do not agree to any updates of the Privacy Policy, please do use or access (or continue to use or access) the Website.

INFORMATION COLLECTED

In order to provide particular services, we may ask you to provide us with certain details or information about you. Information that you submit through our Website may include:

- your email address and any information you choose to include in a communication with us
- job applicant details, including information included in your resume or CV, references and job history
- information about your interactions with the Website (“Usage Data”) through the use of cookies and other tracking technologies. Usage Data may include:
 - Network location and IP address
 - Device type, such as your phone, computer, or tablet and type of operating system
 - Flash version, JavaScript support, screen resolution, and screen color processing ability
 - Referral sites
 - Date and time stamps, such as the date and time you first accessed the Website

COOKIES AND OTHER TRACKING TECHNOLOGIES

We may use certain types of tracking technologies to analyze how users interact with our Website. You may control the way in which your devices permit the use of tracking technologies. If you so choose, you may block or delete our cookies from your browser; however, blocking or deleting cookies may cause some of the Website, including any general functionality, to work incorrectly. Most browsers accept cookies automatically. However, you may be able to configure your browser settings to use the Website without some cookie functionality. You can delete cookies manually or set your browser to automatically delete cookies on a pre-determined schedule.

If you have questions regarding the specific information about you that we process or retain, as well as your choices regarding our collection and use practices, please contact us using the information listed below.

DO NOT TRACK

Your browser settings may also allow you to transmit a “Do Not Track” signal when you visit various websites. Like many websites, our Website is not designed to respond to “Do Not Track” signals received from browsers.

USES OF INFORMATION

The information we collect is used in the following ways:

- to provide and support the Website
- to improve the Website
- for internal review
- to personalize your experience of the Website
- for internal business analysis or other business purposes consistent with our mission
- to carry out other purposes that are disclosed to you via the Website

DISCLOSURES AND TRANSFERS OF INFORMATION

In certain circumstances, we may share your information with third parties. Such circumstances may include:

- With vendors or other service providers, such as cloud storage providers, data analytics providers, email marketing services vendors, IT service management vendors, security vendors
- With our affiliates or otherwise within our corporate group
- With third parties for marketing purposes
- To comply with applicable law or any obligations thereunder, including cooperation with law enforcement, judicial orders, and regulatory inquiries
- In connection with an asset sale, merger, bankruptcy, or other business transaction
- To enforce any applicable terms of service

HyWatts,

- To ensure the safety and security of Jobs and/or our users
- When you request or consent to us sharing certain information with third parties
- With professional advisors, such as auditors, law firms, or accounting firms.

THIRD PARTY WEBSITES AND LINKS

Our Website may contain links to other online platforms operated by third parties. We do not control such other online platforms and are not responsible for their content, their privacy policies, or their use of your information. Information you provide on public or semi-public venues, including information you share on third-party social networking platforms (such as Facebook or Twitter) may also be viewable by other users of the Website and/or users of those third-party online platforms without limitation as to its use by us or by a third party. Our inclusion of such links does not, by itself, imply any endorsement of the content on such platforms or of their owners or operators except as disclosed on the Website. We expressly disclaim any and all liability for the actions of third parties, including but without limitation to actions relating to the use and/or disclosure of personal information by third parties. Any information submitted by you directly to these third parties is subject to that third party's privacy policy.

DATA SECURITY

Please note that any information you send to us electronically, while using the Website or otherwise interacting with us, may not be secure when it is transmitted to us. We recommend that you do not use unsecure channels to communicate sensitive or confidential information to us. Please be aware though that, despite our best efforts, no security measures are perfect or impenetrable, and we cannot guarantee "perfect security." Any information you send us through any means is transmitted at your own risk.

INTERNATIONAL USERS

The Website is designed principally for users in the United States but also to facilitate the rights of individuals under Chapter III of REGULATION (EU) 2016/679 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 27 April 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data, and repealing Directive 95/46/EC (General Data Protection Regulation) also known as the GDPR.

This **GDPR Privacy Notice** explains how we process personal information that is subject to EU data protection laws, and also sets out individual rights related to our processing of personal information when applicable.

- HyWatts, Inc is a Delaware, USA, incorporated company which does business internationally.
- HyWatts, Inc is an independent data controller responsible for personal information collected via the Site and is located in the United States.
- HyWatts is the data controller of personal information subject to the GDPR that we collect and process in connection with the Services we provide and maintain all data in the United States.
- The personal information we collect is as stated herein for all users of the website.
- Our processing of personal information is justified by a "legal basis", that is a specific condition which enables us to perform the Services and respond to requests and deliver our services.
- To comply with any applicable law, court order, other judicial process, or the requirements of a regulator.
- HyWatts will provide you with access to your personal information that we hold for any purpose within practical and legal limits. This includes requests that we correct the data if it is inaccurate or delete the data if it is not required to be retained by law or for other legitimate business purposes.

HyWatts,

- When we modify our Privacy Statement, we will post the updated statement here, with an updated effective date. If we change the Statement in a material way, we will provide appropriate notice to you.

CONTACTING US

If you have any questions about this Privacy Policy, please contact us at info@hywatts.com