

Privacy and data policy

All references to "Zimpla", "we", "us", or "our" in this Privacy and Data Policy are references to Zimpla Pty Ltd ACN 611 379 321.

Please read this policy before using Zimpla. Zimpla receives your information through our various web sites, email, SMS, APIs, applications, services and third-parties ("Services"). This policy describes Zimpla's policies and procedures on the collection, use and disclosure of your information and applies to all personal information collected by Zimpla via the Services. Irrespective of which country that you reside in or create information from, your information may be used by Zimpla in Australia, the United States or any other country where Zimpla operates.

Information collection and usage

Information collected upon registration: When you create or reconfigure a Zimpla account, you provide some personal information, such as your name, username, password and email address. You may also choose to provide a contact phone number, address, references or other personal information. Information is used predominantly for (i) identification and account management purposes, (ii) to provide you with our services and (iii) to gather diagnostic and aggregate data to improve Zimpla services.

Professional information collection: When you connect your LinkedIn profile to your account, or you upload a résumé document or text, Zimpla stores this information and uses it to a) Provide you with relevant search results, b) To improve our search algorithms, c) To collate anonymous industry data and d) If you decide to opt-in (**this will not happen until you specifically choose to do so**), this information may be displayed publicly or appear in search results.

Imported third party data: When résumés, contacts, previous and current job applicants or candidate databases are uploaded to your company database in Zimpla, these contacts remain available only to those users with access to the company to which this information was uploaded. We will not share this information with other companies using Zimpla. We will not contact these users except to provide you the Services as per our terms and conditions. Multiple companies may have access to the same individual's information. A portion of those people uploaded may also choose to register with Zimpla as an individual. In all cases the individual can control their personal information. If they choose to no longer allow access to your company or wish to remove their information from Zimpla entirely, we will assist them to do so.

Location: Zimpla uses your location to provide more relevant search results. This information is collected either by IP address or GPS geolocation. The location from where information was uploaded is associated with and stored with each search

input. The associated location is also stored with each job description. Location information is typically very important for the employment process and is used to present you with the most appropriate results possible. However, you can choose to search for information in geographically different locations to those automatically detected by geolocation services.

Log data: Zimpla automatically records logs of web site usage created by the use of the Services ("Log Data"). Log Data may include information such as your IP address, browser type, the referring domain, pages visited, your mobile carrier, device and application IDs, physical location and search terms.

Cookies: Zimpla may use both session cookies and persistent cookies to better understand how you interact with our Services, to monitor aggregate usage by our users and web traffic routing on our Services, and to improve our Services. Cookies are pieces of information that a website transfers to a computer's hard disk for record keeping purposes. These tracking technologies do not themselves personally identify users, although they do identify a user's browser. Most Internet browsers automatically accept cookies. You can instruct your browser, by editing its options, to stop accepting cookies or to prompt you before accepting a cookie from the websites you visit. Note: Several important features of Zimpla, such as logging in, require Cookies to function correctly. If you choose to turn cookies off, the Services provided to you may not function as described.

Links: Zimpla tracks outbound links to third party sites to monitor site usage. This directly assists us to detect issues and overall provide a better service to users.

Third party services: Zimpla uses a variety of services hosted by third parties to help provide our Services and to help us understand the use of our Services, such as Google Analytics. These services may collect information sent by your browser as part of a web page request, such as cookies or your IP request.

Email and SMS communication

Search alert and marketing emails: Zimpla allows users to save searches as alerts. If you choose to opt-in to use these alerts, emails will be sent from time to time based on your frequency selection (instant, daily, weekly, or monthly) and you authorise Zimpla to send these emails. You can remove these alerts at any time from your account settings page or via the unsubscribe link in the alert email. Zimpla may also send emails to notify you of new features and Services, these emails can also be opted out of from your account, or via the unsubscribe link in the emails.

Account emails: Zimpla may email you from time to time regarding your account or changes to the Zimpla services. While ever your account is maintained, it is not possible to opt-out of these emails as we need to provide you services such as password recovery, which without it could potentially be impossible for you to access and control your information.

SMS: Zimpla may SMS your phone if you register for such Services. Example services include job alerts and job offers. SMS services will not be initiated without your explicit opt in.

Information sharing and disclosure

Your consent: We may share or disclose your information with your consent, such as when you use a third party web client or application to access your Zimpla account, or if you decide to opt-in to sharing your professional information, such as your LinkedIn profile or résumé.

Service providers: We engage certain trusted third parties to perform functions and provide services to us. We may share your personal information with these third parties, but only to the extent necessary to perform these functions and provide such services, and only pursuant to obligations mirroring the protections of this privacy policy.

Law and harm: We may preserve or disclose your information if we believe that it is reasonably necessary to comply with a law, regulation or legal request; to protect the safety of any person; to address fraud, security or technical issues; or to protect Zimpla's rights or property.

Business transfers: In the event that Zimpla is involved in a bankruptcy, merger, acquisition, reorganization or sale of assets, your information may be sold or transferred as part of that transaction. The promises in this privacy policy will apply to your information as transferred to the new entity.

Non-Private or Non-Personal information: We may sell, share or disclose your non-private, aggregated or otherwise non-personal information, such as industry specific search volumes and trends.

Modification or removal of Information

If you are a registered user of our Services, we provide you with tools to access or modify the personal information you provided to us and associated with your account. You can also choose to terminate your account at any time. Please note that account creation through third party services such as your Google or LinkedIn account may also require you to also remove permission for the Zimpla application in those third party interfaces, which we do not control.

Access to personal information

You can also gain access to personal information that we hold about you by contacting our privacy officer. All contact should be initiated via our [contact us page](#). Please add "ATTN Privacy Officer" to your requests so we can deal with them appropriately.

We may require you to complete a written application and verify your identity. If you have any complex request for information it will be necessary for you to specify the information that you wish to access in some detail.

We may impose a reasonable charge for providing access. Our privacy officer will be able to discuss this with you.

You should also anticipate that it may take some time to process your application for access as there may be a need to retrieve information from storage and review information in order to determine what information may be provided.

Complaints

Any complaints or queries about privacy issues or Zimpla's use of your personal information should be directed to Zimpla's privacy officer.

Third party websites

Links to third party websites from the Services are provided solely as a convenience to you. If you use these links you will leave Zimpla's website. Zimpla is not responsible for any of these sites or their usage of your personal information.

Transfer out of Australia

Some Services are not hosted in Australia. For that reason, we transfer all data on the Services (including all personal information) to our hosting service provider in the United States of America. You hereby consent to this transfer.

Changes to this policy

Zimpla may make changes to this policy from time to time. Changes to this policy will be announced via a Twitter update on the @Zimpla handle and become effective as soon as they are announced or posted to this website. Any questions or requirements regarding this policy should be directed to our privacy officer.

Feel free to contact us if you would like to know more, or you have questions regarding this policy.