

## 1. TERMS AND CONDITIONS FOR THE USE OF THIS SITE

**Introduction.** PLEASE READ THE FOLLOWING TERMS AND CONDITIONS CAREFULLY BEFORE USING THE SERVICES PROVIDED IN THE SITE. BY CLICKING THE ACCEPTANCE BUTTON AND / OR USING ANY OF THE SERVICES PROVIDED IN THE SITE, YOU ARE CONSENTING TO BE BOUND BY AND ARE BECOMING A PARTY TO THIS AGREEMENT. IF YOU DO NOT AGREE TO ALL OF THE TERMS OF THIS AGREEMENT, CLICK THE BUTTON THAT INDICATES YOU DO NOT ACCEPT THE TERMS, AND SIMPLY LOG OUT OF THE SITE.

## 2. **Certain Definitions.** The following definitions apply to this Agreement:

**"Dragnet"** refers to Dragnet Solutions Limited (owner and operator of Dragnet Jobs Portal), all its affiliates and subsidiaries.

**"Dragnet Materials"** includes any materials, methodologies, implementation plans or other intellectual property used during the provision of the Services.

**"the Site"** means "Dragnet Jobs Portal" under **Dragnet's** control, whether partial or otherwise.

**"Dragnet Jobs Portal"** means **"the site"**.

**"Content"** means **Dragnet 's** web pages, web forms, programming (including software code used on the Sites and in the Services, including (i) tools, kits, and object libraries, (ii) all third-party or open source code embedded therein, and (iii) any upgrades, updates, releases, fixes, enhancements or modifications to the foregoing), graphics, images, design (color combinations and page layout), text, information, data, resumes stored in various commercial databases operated and licensed by **Dragnet**, data submitted via the Sites by Users and other content made available through the Sites by Dragnet.

**"Document"** refers to any posting to the Site, whether job or resume.

**"Employer"** means a person or entity that is accessing the Site to post a job or utilizing the Services for any reason related to the purpose of seeking candidates for employment.

**"Employer Materials"** includes any brochures, emails, sample job postings, web site content, career fair material, audio, videos, photographs, logos, trademarks, service marks, domain names, documents or other materials provided by Employer, if any, for use in connection with the Services.

**"Job Seeker"** means a User who is accessing this Site to search for a job or in any other capacity except as an Employer.

"**Services**" means any services provided by Dragnet or its agents described herein.

"**User**" refers to any individual or entity that uses any aspect of the Site.

"**You**" or "**you**" means the person who is agreeing to these Terms and Conditions.

### **2.1** Electronic Notices

By using this Website, you agree to receive electronic communications from us. You agree that any notice, agreement, disclosure, or other communication that we send you electronically will satisfy any legal communication requirements, including that such communications be in writing.

### **2.2** Modifications and Amendments

Dragnet reserves the right to modify or discontinue, temporarily or permanently, any part of the Site or the Service for any reason, at its sole discretion, with or without notice to You. Dragnet likewise may change the terms and conditions of the Terms from time to time with or without notice to You. You agree to review the Terms periodically to ensure that You are aware of any modifications. Your continued access or use of the Site after the modifications have become effective shall be deemed Your conclusive acceptance of the modified Terms.

**2.3 Dragnet Intellectual Property Rights.** The Site, the Dragnet Materials and all rights, title and interest in and to the Site and Dragnet Materials are the sole property of Dragnet or its licensors, and are protected by copyright, trademark and other laws. Except for the limited licenses expressly granted to you in these Terms and Conditions, Dragnet reserves for itself and its licensors all other rights, title and interest. Without limitation on the foregoing, you may not reproduce, modify, display, sell, or distribute the Content or Dragnet Materials, or use them in any other way for public or commercial purpose. Notwithstanding anything to the contrary contained herein, this prohibition includes:

- a) copying or adapting the HTML code used to generate web pages on the Sites;
- b) using or attempting to use engines, manual or automated software, tools, devices, agents, scripts, robots or other means, devices, mechanisms or processes to navigate, search, access, "scrape," "crawl," or "spider" any web pages or any Services provided on the Site other than the search engine and search agents available from Dragnet on the Site; and
- c) aggregating, copying or duplicating in any manner any of the Content or information available from the Site, without the express written consent of Dragnet. The use of the Content on any other web site or in a networked computer environment for any purpose is strictly prohibited. Dragnet Materials are not considered to be works for hire and you may duplicate such Dragnet Materials only for the purposes outlined in the agreement.

"Dragnet," "Personified", the Dragnet design logo and certain other names or logos are service marks or trademarks of Dragnet, and all related product and service names, design marks and slogans are the service marks or trademarks of Dragnet.

### **3. Compliance with Laws**

You agree to comply with all applicable local, state, national, and international laws and regulations, and any rules or policies that may be published from time to time by Dragnet, in Your use of the Site and the Service. The Site and the Service are available only to individuals who are permitted to use them under applicable law. If You do not qualify, You may not use the Site or the Service. You agree to be solely responsible for Your actions and the contents of Your transmissions through the Site and Service. You agree not to impersonate any person or entity or falsely state or otherwise misrepresent Your identity or affiliation with a person or entity.

### **4. Governing Law**

This Agreement shall be governed by the laws of the Federal Republic of Nigeria and you agree to submit to the exclusive jurisdiction of the Nigerian courts.

### **5. Limited Liability**

Dragnet's liability to you is limited to the maximum extent permitted by law. In no event shall dragnet be liable for damages of any kind (including, but not limited to, special, incidental, or consequential damages, lost profits, or lost data, regardless of the foreseeability of those damages) arising out of or in connection with your use of the site or any other materials or services provided to you by dragnet. This limitation shall apply regardless of whether the damages arise out of breach of contract, tort negligence, or any other legal theory or form of action, and includes but is not limited to any liability associated with any viruses which may infect Your computer equipment.

### **6. Indemnity**

You agree that you are responsible for your behavior in connection with the Site and the Services. You agree to indemnify, defend, and hold harmless Dragnet, and its respective directors, officers, employees, and agents, from and against all losses, expenses, damages, and costs, including reasonable attorney fees, arising out of or relating to (i) access to or use of the Site or the Service by You or any other person accessing the Site or the Service using Your user name and password, or (ii) Your violation of these Terms. Dragnet will notify You promptly of any such claim, loss, liability, or demand, and will provide You with reasonable assistance, at Your expense, in defending any such claim, loss, liability, damage, or cost.

### **7. HOW WE USE YOUR PERSONAL DATA**

Your Personal Data will be used for recruitment purposes, including:

To identify and contact you;

To determine your suitability for current or future potential roles with us;  
To provide you with information about job vacancies offered by the Company, upon request;  
and When processing your application and the details of your employment with us  
Where we seek to monitor and implement measures to improve our recruitment initiatives  
and/or monitor compliance against our policies such as equal opportunities, we would use  
anonymised and aggregated data (e.g. total number of applicants). We may use data analytics  
software for matching your profile with roles with us. We shall not use your Personal Data for  
any other purposes other than those stated in this Privacy Statement or as otherwise notified to  
you.

#### **7.1 WITH WHOM WE SHARE YOUR PERSONAL DATA**

For the purposes stated above, your Personal Data may be disclosed to authorised staff within  
the Company. Dragnet may send your Personal Data to a department or office other than the  
one to which you have sent your application. In addition, we may disclose your Personal Data to  
the following third parties in any country:

Agents, advisors or third party service suppliers providing services to support the Company's  
business operations under a duty of confidentiality to the Company;  
Governmental, judicial and other bodies and authorities in compliance with applicable laws and  
regulations or otherwise;  
Lawyers/solicitors in connection with legal proceedings, to obtain legal advice, or to support the  
Company's Legal rights;  
Auditors and investigators in connection with internal and external audits and investigations;  
Any third party to whom we may transfer our rights and obligations under any agreement we  
may have with you in connection with the acquisition, sale or restructuring of any member of  
the Company;  
Any person to whom disclosure is allowed or required by applicable laws and regulations; and

#### **7.2. HOW WE PROTECT YOUR PERSONAL DATA WHEN IT IS TRANSFERRED**

It may be necessary to transfer your details to employees of the Company, its agents, advisors  
or third party service suppliers, and other third parties authorised to act on our behalf.  
Regardless of how your Personal Data is transferred, we will take all steps reasonably necessary  
to ensure that your Personal Data is only used according to our instructions and treated securely  
in accordance with this Privacy Statement.

#### **7.3. UPDATING YOUR PROFILE**

It is your responsibility to maintain and update the Personal Data provided by you in your profile  
and the Group may from time to time request, via email that you update your Personal Data to  
ensure it is accurate. You have the right to access and update your Personal Data at any time by  
accessing your profile. It is paramount to note that under no circumstances must you upload  
falsified information/document as this would disqualify you from the recruitment process.

#### **7.4. HOW LONG DO WE RETAIN YOUR PERSONAL DATA**

We will retain your Personal Data for as long as the purpose for which it was obtained continues, unless further retention is required to satisfy our legal, regulatory or other obligations or to protect our interests. Dragnet may also retain your basic contact information for the purposes of sending you notifications of future job placements. If you choose not to receive such notifications, upon notification from you, we will remove your Personal Data from the database, except for minimum details to note that you opted out and to avoid contacting you again.

#### **7.5 HOW WE PROTECT YOUR PERSONAL DATA**

The security of your Personal Data is important to us. Dragnet is required to comply with the Company's Information Security Policies and Procedures, which set out security standards including technical and organisational security measures. We require equivalent security measures from our external service providers and other organisations when we share your Personal Data. The Personal Data we collect from you online is stored by us and our service providers on secure servers and protected through a combination of physical and electronic access controls, firewall technology and other reasonable security measures.

#### **7.6 MINORS**

Our recruitment activities are generally not aimed at minors. If you are a minor in the relevant jurisdiction, you must obtain the consent of your parent or guardian before registering. If you do not accept any of these terms and conditions, please exit immediately. Continue only if you accept these terms and conditions.