**CODE OF CONDUCT**

Effective from July 15, 2021

Thank you for using Talentli, a system where the most outstanding companies can instantly reveal the most promising young individuals. Together we can make the Talentli system a place where everyone is respectful, compassionate, and honest, which, in turn, creates opportunities for everyone. This Code of Conduct continually evolves to ensure that we all have a professional, trustworthy, and safe experience on Talentli.

**We want Talentli to reflect the best version of professional life**

This is a place where we treat each other with respect and help each other succeed.

**Violating our Code of Conduct can result in action against your account or information**

This Code of Conduct apply to all participants of the Talentli system. Depending on the severity of violation, we may limit the visibility of certain information or remove it entirely. If you believe a particular item of information was removed in error, you can appeal from the link provided in the removal notice. Repeated or severe offenses can result in a temporary or permanent restriction from Talentli. If you believe action taken on your Account was in error, you can submit a request to appeal your case.

**Please tell us if you see something unsafe, untrustworthy, or unprofessional**

If you see something you believe may violate our policies, whether in profiles, messages, or anywhere else, please report it to us. Combined with our automated defenses, these reports help us identify and prevent abuse and misbehavior. Please use the reporting tools responsibly and only for their intended purposes. To learn more about how to report inappropriate information, behavior, or individuals, visit our Safety Center.

**1 Be Professional**

We require all information and all interactions to be professional on Talentli.

**1.1** Do not interact with others or share information in a way that’s irrelevant, inappropriate, disrespectful, or otherwise inflammatory.

**1.2** Do not share junk mail, spam, chain letters, and/or phishing schemes. Any scams are also prohibited.

**1.3** Do not share information containing sexually explicit material or language. Some adult information may be allowed if the intent is clearly educational, medical, scientific, or artistic, and it’s not gratuitously graphic.

**2 Be Trustworthy**

We require you to use your true identity on Talentli, provide accurate information about yourself or your organization, and only share information that is real and authentic.

**2.1 Do not create a fake profile or falsify information about yourself.** We do not allow fake profiles or entities. Do not post misleading or deceptive information about yourself, your business, your work experience, your education, qualifications, affiliations, or achievements. Do not associate yourself on Talentli with a business or organization that you are not actually associated with. Do not use or attempt to use another individual's Account or create a profile for anyone other than yourself. And do not share your Account with anyone else.

**2.2 Do not share false or misleading information.** Do not share information in a way that you know is, or think may be, misleading or inaccurate, including misinformation or disinformation. Do not share false information or information that present untrue facts or events as though they are true or likely true. Do not post “deepfake” images or videos of others or otherwise post information that has been manipulated to deceive. Do not share information or endorse someone or something in exchange for personal benefit (including personal or family relationships, monetary payment, free products or services, or other value), unless you have included a clear and conspicuous notice of the personal benefit you receive and have otherwise complied with our Advertising Policy.

**2.3 Do not engage in spam or scams.** We do not allow untargeted, irrelevant, obviously unwanted, unauthorized, inappropriately commercial or promotional, or gratuitously repetitive messages or other similar information. Do not use our invitation feature to send promotional messages to people you do not know or to otherwise spam people. Please make the effort to share professional and relevant information in order to gain your Ranking, instead of trying ways to artificially increase your Ranking.

**3 Be Safe**

We require everyone to be civil and respectful as they engage on Talentli.

**3.1 Do not be hateful.** We do not allow information that attacks, denigrates, intimidates, dehumanizes, incites or threatens hatred, violence, prejudicial or discriminatory action against individuals or groups because of their actual or perceived race, ethnicity, national origin, caste, gender, gender identity, sexual orientation, religious affiliation, or disability status. Hate groups are not permitted on Talentli. Do not use racial, religious, or other slurs that incite or promote hatred, or any other information intended to create division.

**3.2 Do not engage in unwanted advances.** We do not allow unwanted expressions of attraction, desire, requests for a romantic relationship, marriage proposals, sexual advances or innuendo, or lewd remarks. Do not use Talentli to pursue romantic connections, ask for romantic dates, or provide sexual commentary on someone’s appearance.

**3.3 Do not harass or bully.** We do not allow bullying or harassment. This includes abusive language, revealing others’ personal or sensitive information, or inciting or engaging others to do any of the same.

**3.4 Do not threaten, incite, or promote violence.** We do not allow threatening or inciting violence of any kind. We do not allow individuals or groups that engage in or promote violence, property damage, or organized criminal activity. You may not use Talentli to express support for such individuals or groups or to otherwise glorify violence.

**3.5 Do not share harmful or shocking material.** We do not allow information that is excessively gruesome or shocking. This includes information that is sadistic or gratuitously graphic, such as the depiction of severe physical violence. We do not allow information or activities that promote, organize, depict, or facilitate criminal activity. We also do not allow information depicting or promoting instructional weapon making, drug abuse, and threats of theft. Do not engage in or promote non-consensual sexually explicit information (e.g., revenge porn), escort services, prostitution, exploitation of children, or human trafficking. Do not share information or activities that promote or encourage suicide or any type of self-injury, including self-mutilation and eating disorders. If you see signs that someone may be considering self-harm, please report it.

**3.6 Do not post terrorist information or promote terrorism.** We do not allow any terrorist organizations or violent extremist groups throughout our Services. And we do not allow any individuals who affiliate with such organizations or groups to promote their activities. Information that depicts terrorist activity, that is intended to recruit for terrorist organizations, that threatens, promotes, or supports terrorism in any manner is not tolerated on Talentli.

**4 Respect the Rights of Others and Follow the Law**

Before sharing or using someone else's copyrighted works, trademarks, private information, or trade secrets, make sure you have the legal right to do so. Talentli should not be used for illegal activities, promoting illegal products, or violating the rights of others. Do not use it to commit fraud or to try to trick others, or to intentionally distribute viruses, worms, or other software that can destroy or interrupt others' data or devices.

**4.1 Respect the privacy of others.** You may not solicit email addresses or other personal information from individuals you do not know without authorization. You may not use, disclose or distribute on Talentli any data obtained in violation of any of our policies or agreements. You may not disclose information that you do not have the right to disclose (such as personal or confidential information of others, including your employer). You may not post or distribute information depicting children without the necessary consent from their legal guardian or parent. Do not use others' names, likenesses, or photos to suggest an endorsement of a product, service, or investment without their prior consent.

**4.3 Respect the intellectual property rights of others.** Do not violate the intellectual property rights of others, including copyrights, patents, trademarks, trade secrets, or other proprietary rights. For example, do not copy or distribute the information of others without their permission.

**4.2 Comply with the law.** You must comply with all applicable laws, including, for example, privacy laws, intellectual property laws, anti-spam laws, export control laws, tax laws, and regulatory requirements. Do not use Talentli to create or operate a pyramid scheme, engage in fraud, or to sell or promote illegal products, including drugs.

**5 Respect the Rights of Talentli**

Do not violate the rights of Talentli. It’s not okay to suggest you’re affiliated with or endorsed by Talentli when you’re not. Do not violate our intellectual property rights, scrape Talentli, or interfere with, or disrupt the Talentli Services.

**5.1 Unauthorized access and use.** Access Talentli only in the manner that we expressly authorize, for the tasks that it is intended for. Do not access Talentli except through the interfaces intentionally provided by us, such as https://tlnt.li or our mobile applications.

**5.2 Interference with Talentli.** Do not interfere with the functionality of, or our rights in, the Talentli Services. Do not remove any copyright, trademark, or other proprietary rights notices contained in or on any Talentli service.

**5.3 Respect our rules.** You must follow the spirit and letter of our rules, agreements, and policies. Do not violate any additional terms concerning the specific Talentli Services that are provided when you sign up for or start using such services.