**Privacy Policy**

**Last Updated: [ 1st. Jan 2025]**

**Introduction**

ChemPharmaJobs.com(“we”, “us”, “our”) is committed to protecting and respecting your privacy. This Privacy Policy explains how we collect, use, disclose, and safeguard your personal information when you visit our website and use our services, including job postings, job applications, and other related services. Please read this Privacy Policy carefully to understand our views and practices regarding your personal data and how we will treat it.

**1. Information We Collect**

We collect and process various types of information when you use our platform, including:

* **Personal Information:** This includes but is not limited to your name, email address, phone number, job title, resume, educational background, employment history, and any other details you choose to provide when creating a profile, applying for jobs, or interacting with the platform.
* **Non-Personal Information:** This includes information such as browser type, device information, IP address, geographic location, and browsing behavior collected via cookies and other tracking technologies.
* **Payment Information:** If you use our platform for paid services, such as job postings or premium recruitment services, we may collect payment details through secure payment gateways.

**2. How We Use Your Information**

We use the information we collect for the following purposes:

* To provide our recruitment services, including job matching and posting.
* To communicate with you regarding job opportunities, updates, and account-related information.
* To improve the functionality, design, and content of our platform, based on user feedback and behavior.
* To comply with legal obligations, resolve disputes, and enforce our agreements.
* To send marketing communications.

**3. Data Sharing and Disclosure:**

We will not share your personal data with third parties except in the following circumstances:

* **With service providers:** We may share your information with trusted third-party service providers who assist us in operating our platform, processing payments, and providing other services (e.g., website hosting, analytics, customer support).
* **For legal reasons:** We may disclose your information to comply with legal obligations, respond to lawful requests by public authorities, or to protect our rights, privacy, safety, or property.

**4. Data Retention**

We will retain your personal data for as long as necessary to fulfill the purposes outlined in this Privacy Policy or as required by law. If you no longer wish to use our platform, you may request that we delete your account, and we will remove your data unless we are required to retain it for legal or operational reasons.

**5. Your Rights**

As a user, you have the following rights regarding your personal data:

* **Right to access:** You can request a copy of the personal data we hold about you.
* **Right to rectification:** You can request corrections to any inaccurate or incomplete personal data.
* **Right to erasure:** You can request the deletion of your personal data, subject to certain exceptions as stated above
* **Right to object:** You can object to the processing of your personal data for marketing purposes by sending us an email or opting out of receiving the marketing communications.

**6. Data Security**

We take appropriate technical and organizational measures to protect your personal data from unauthorized access, alteration, disclosure, or destruction. However, no data transmission over the internet or method of electronic storage is completely secure, and we cannot guarantee the absolute security of your data.

**7. Cookies and Tracking Technologies**

We use cookies and similar technologies to collect information about your activity on our platform. These cookies help us enhance your experience, analyse usage patterns, and improve the site’s functionality. You can manage your cookie preferences through your browser settings.

**8. Children’s Privacy**

Our platform is not intended for use by individuals under the age of 18, and we do not knowingly collect personal data from children. If we learn that we have inadvertently collected personal data from a child, we will take steps to delete such information.

**9. Updates to This Privacy Policy**

We may update this Privacy Policy from time to time to reflect changes in our practices or to comply with legal requirements. We will notify users of significant changes by posting an updated version on our website and indicating the date of the last revision.

**10. Contact Us**

If you have any questions or concerns about this Privacy Policy or our data practices, please contact us at info@chempharmajobs.com

**Terms of Use**

**Last Updated: [1st. Jan 2025]**

**1. Acceptance of Terms**

By accessing or using the www.chempharmajobs.com platform (the “Platform”) and any associated services, you agree to comply with and be bound by these Terms of Use and all applicable laws and regulations. If you do not agree to these terms, you should not use the Platform.

**2. Services Provided by**

www.chempharmajobs.com offers an online recruitment platform designed to connect job seekers with employers in the chemical and pharmaceutical industries. Our services include but are not limited to:

• Job posting and management

• Candidate search and matching

• Profile creation and management for job seekers

• Job applications and resume submission

• Access to recruitment tools and analytics

**3. User Accounts**

* Job Seekers: You must create an account to apply for jobs and manage your profile. You are responsible for maintaining the accuracy and security of your account information.
* Employers: You must create an employer account to post job vacancies, search for candidates, and use other recruitment features. You are responsible for ensuring that the job listings you post comply with all applicable laws and are accurate and non-discriminatory.

**4. User Responsibilities**

* You agree to provide truthful, accurate, and complete information when creating a profile or posting job listings.
* You will not use the Platform for any illegal, harmful, or disruptive activities, including but not limited to: spamming, distributing malware, or posting discriminatory or unlawful content.
* You will not attempt to gain unauthorized access to other users’ accounts, data, or systems.

**5. Payment and Fees**

Certain services on the Platform, such as premium job postings or additional recruitment services, may require payment. All fees will be clearly outlined at the time of purchase, and payment must be made in accordance with the payment terms specified.

**6. Termination of Account**

We reserve the right to suspend or terminate your account if you violate these Terms of Use or engage in fraudulent, abusive, or illegal behaviour. You may also close your account at any time by contacting us.

**7. Intellectual Property**

All content on the Platform, including logos, text, graphics, software, and designs, are owned by www.chempharmajobs.com and KRAG International and are protected by copyright and intellectual property laws. Users may not reproduce, distribute, or modify any content without our prior written consent.

**8. Limitation of Liability**

To the maximum extent permitted by law, www.chempharmajobs.com and its affiliates will not be liable for any direct, indirect, incidental, special, or consequential damages arising from your use of the Platform or the recruitment services, including loss of data, revenue, or opportunity.

**9. Indemnification**

You agree to indemnify and hold www.chempharmajobs.com harmless from any claims, damages, or liabilities arising from your use of the Platform or violation of these Terms of Use.

**10. Governing Law**

These Terms of Use are governed by the laws of our country, and any disputes will be resolved in the courts located in Mumbai- Maharashtra.

**11. Changes to These Terms**

We reserve the right to modify these Terms of Use at any time. All changes will be posted on this page, and the updated terms will take effect immediately upon posting.

**12. Contact Information**

If you have any questions about these Terms of Use, please contact us at info@chempharmajobs.com