

## Terms and Conditions

Vibho Technologies - Vibho HCM Android App.

Welcome to Vibho HCM, the Android application provided by Vibho Technologies ("we," "us," or "our"). Before you use this application, kindly read and understand the following Terms and Conditions carefully. By downloading, installing, or using Vibho HCM, you agree to be bound by these terms. If you do not agree with any part of these terms, please refrain from using the application.

1. **Acceptance of Terms** By using Vibho HCM, you acknowledge that you have read, understood, and accepted these Terms and Conditions, along with our Privacy Policy. These terms form a legally binding agreement between you and Vibho Technologies.
2. **Application Usage** Vibho HCM is designed to provide automate HR tasks, including recruitment, employee records, payroll, attendance tracking, and performance management, for streamlined and efficient workforce management. Your usage of the application is solely intended for its proper and intended purpose, complying with all applicable laws and regulations.
3. **User Accounts** Certain features within Vibho HCM may require you to create a user account. You are responsible for safeguarding the confidentiality of your account credentials and ensuring their security. During the registration process, you must provide accurate and up-to-date information. You bear sole responsibility for any activities that occur under your account.
4. **User Content** By using Vibho HCM, you may have the ability to submit, upload, or share content, including but not limited to text, images, videos, and other materials ("User Content"). While you retain ownership of your User Content, you grant us a non-exclusive, worldwide, royalty-free, transferable license to use, modify, display, and distribute your User Content for the purposes of operating and enhancing the application.

otherwise, not to post or transmit any User Content that is unlawful, harmful, defamatory, obscene, or otherwise objectionable. We reserve the right to remove or refuse to publish any User Content for any reason without prior notice.

5. **Intellectual Property Rights** Vibho HCM, including its design, logos, text, graphics, and software, is the intellectual property of Vibho Technologies and is protected by applicable intellectual property laws. You agree not to copy, modify, distribute, or create derivative works based on the application without our prior written consent.
6. **App Permissions** To ensure the proper functioning of Vibho HCM, certain permissions may be required, such as access to your device's camera, location, or storage. By using the app, you grant these permissions as necessary for its intended purpose.
7. **Updates and Changes** To improve the features and performance of Vibho HCM, updates or modifications may be made from time to time. You agree to receive these updates and

acknowledge that some changes may result in the loss of certain features or functionalities.

8. **Limitation of Liability** Vibho HCM is provided on an "as-is" basis without any warranties, express or implied. Vibho Technologies shall not be liable for any damages, including but not limited to direct, indirect, incidental, or consequential damages arising from the use or inability to use the application.
9. **Indemnification** You agree to indemnify, defend, and hold Vibho Technologies harmless from and against any claims, losses, liabilities, damages, costs, and expenses arising from your use of Vibho HCM or any violation of these Terms and Conditions.
10. **Termination** We reserve the right to suspend or terminate your access to Vibho HCM at any time, with or without cause, and without prior notice.
11. **Governing Law** These Terms and Conditions shall be governed by and construed in accordance with the laws of Telangana, without regard to its conflict of law principles.
12. **Contact Us** If you have any questions or concerns regarding these Terms and Conditions or the Vibho HCM application, please contact us at [support@vibhotechtech.com](mailto:support@vibhotechtech.com).

By using Vibho HCM, you acknowledge that you have read, understood, and agreed to abide by these Terms and Conditions. Thank you for using Vibho HCM!