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## Terms and Conditions

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- aggregate, copy or duplicate in any manner any of the Website Content or information available from any Website;
- transmit material that encourages conduct that constitutes a criminal offence, or otherwise breaches any applicable laws, regulations or code of practice;
- interfere with any other person's use or enjoyment of the Website;
- make, transmit or storing electronic copies of materials protected by copyright without the permission of the owner;
- transmit, post, distribute, store or destroy material, including without limitation Website Content, in violation of any applicable law or regulation, including but not limited to laws or regulations governing the collection, processing, or transfer of personal information, or in breach of DB Whiz' Privacy Policy;
- violate or attempt to violate the security of the Website;
- reverse engineer or decompile any parts of the Website;
- aggregate, copy or duplicate in any matter any of the Website Content or information available from the Website, other than as permitted by these Terms and Conditions;
- post any content or material that facilitates, promotes or endorses scams, false or misleading information or illegal activities, or endorses or provides instructional information about illegal activities or other activities prohibited by these Terms and Conditions, such as making or buying illegal weapons, violating someone's privacy, providing or creating computer viruses or pirating media, or promotes or endorses any political views;
- delete or alter any material posted by any other person or entity;
- harass, incite harassment or advocate harassment of any group, company or individual;
- send unsolicited mail or email, make unsolicited phone calls or send unsolicited faxes promoting and/or advertising products or services to any User, or contact any users that have specifically requested not to be contacted by you; or
- attempt to interfere with service to any user, host or network, including, without limitation, via means of submitting a virus to the Website, overloading, "flooding", "spamming", "mail bombing", or "crashing".

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You agree that no Feedback submitted by you to our Website will violate any right of any third party, including copyright, trademark, privacy or other personal or proprietary rights. In addition, you agree that no Feedback submitted by you to our Website will be or contain defamatory or otherwise unlawful, abusive or obscene material. You are and shall remain solely responsible for the content of any Comments you make.

You agree that the Website may use and/or disclose information about your demographics and your use of our Website in any manner that does not reveal your identity. By participating in our Website contest, promotions, and/or requesting promotional information or product updates, you agree that the Website may use your information for marketing, promotional and other business purposes.

### **Employment Offers**

This Website may contain information on employment opportunities within DB Whiz. If you decide to apply for a vacancy we will assume that, by creating an application form or sending us your CV, you are signalling your agreement for DB Whiz to use, hold and destroy any personal data contained in your form/CV for the purpose of considering your application in accordance with our standard recruitment procedures and for the purposes outlined in detail below.

Please do not apply if you do not agree to DB Whiz using, holding or destroying your data for any of the purposes that are outlined below:

- We may wish to retain your details on file for up to the next 12 months and to notify you of any suitable vacancies that arise. You would then have the opportunity to apply for these vacancies if you wished to do so.
- We may use your personal information for purposes of market research, specifically relating to the improvement of recruitment and HR policies and practices.

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When you visit this Website or send emails to DB Whiz, you are communicating with DB Whiz electronically. We may respond to you by e-mail or by posting notices on this Website. You

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### **International Use**

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- DB Whiz’s regulatory policies, frameworks, projects, initiatives, plans, schemes, objectives and instruments,

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These Terms and Conditions will remain in full force and effect while you are a user of the Website.

DB Whiz.com reserves the right, at its sole discretion, to pursue all of its legal remedies, including but not limited to immediate termination of your ability to access the Website and/or any other services provided to you by DB Whiz, upon any breach by you of these Terms and Conditions, or if DB Whiz is unable to verify or authenticate any information you submit to the Website.

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You agree not to resell or assign your rights or obligations under these Terms. The failure of DB Whiz to exercise or enforce any right or provision of these Terms and Conditions shall not constitute a waiver of such right or provision. If any provision of these Terms and conditions is found by a court of competent jurisdiction to be invalid, you nevertheless agree that the court should endeavour to give effect to the intentions of DB Whiz and you as reflected in the provision, and that the other provisions of these Terms and Conditions remain in full force and effect. The section titles in these Terms and Conditions are for convenience only and have no legal or contractual effect. These Terms and Conditions shall remain in full force and effect notwithstanding any termination of your use of this Website. These Terms and Conditions will be interpreted without application of any strict construction in favour of or against you or DB Whiz. These Terms and Conditions, and any rights and licenses granted hereunder, may not be transferred or assigned by you, but may be assigned by DB Whiz without restriction.

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These Terms and Conditions shall be governed and construed in accordance with the laws of the Republic of Singapore.

### **Contact Us**

If you have any concerns, questions and suggestions about the Terms and Conditions and use of the Website, please feel free to contact us at:

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