

# Vocalbeats Privacy Policy - 20250813

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Dear Visitors,

Thank you for visiting [vocalbeats.com](https://vocalbeats.com)!

We at Vocalbeats, including all affiliate entities within our group of companies (collectively referred to as “Vocalbeats” or “our” or “we” ), are strongly committed to honoring and safeguarding your privacy. This Privacy Policy describes our privacy practices regarding the collection and use of your personal information when you access and browse our website, participate in our events or programmes, visit our physical premises, or apply for a job. If you use our mobile apps, each app has its own unique privacy notice which you can access when you use the app.

Please note that this Privacy Policy will be updated from time to time, and any changes will take effect immediately.

### 1. COLLECTION OF PERSONAL DATA

When you attend our events or programmes (whether in person or virtually) or are physically on our premises (whether in Singapore, Malaysia, Japan, China or any other of our offices), we may collect the following categories of personal information from you including but not limited to:

1. **Identification Information** including name, contact details, reason for visit, date & time, photos & videos, CCTV recordings, etc.
2. **Educational and Professional Details** including company name and job titles, professional memberships and affiliations, school name and other academic information, etc.
3. **Testimony, Survey and Research Data** When you agree to review our events, participate in a survey or take part in user research, we collect and use the personal data you provide.
4. **Any other types of personal information indicated in our data collection forms**, for which the appropriate purposes(s) will be made known to you

If you choose to enter or remain on our premises, or attend or continue to attend our events, you are deemed to have provided your consent to the above collection.

When you apply for a job or internship, the types of personal information that we or our authorised recruitment agency collect and process may vary depending on the requirements of the jurisdiction in which the role you apply for is situated and the jurisdiction in which you ordinarily reside. The types of information we may collect from you if you apply directly via online application include:

1. **Identification Information** including name, contact details, address
2. **Educational and Professional Details** including work and education history, professional memberships and accreditations, achievements
3. **Legal Documents** including identity documents, proof of residence, work permits
4. **Tests and testimonials** including proficiency test results, psychometric test results, other interactive assessment tools, testimonials and references
5. **Any other types of personal information**, for which the appropriate purposes(s) will be made known to you

If you receive an offer from us, we may conduct an employment background check and, to the extent permitted by law, we may also collect data related to criminal history. We may also collect personal data about you online to the extent that you have made such information publicly available on social media websites such as LinkedIn.

Under limited circumstances, we may collect sensitive personal data (such as ethnicity and health) to the extent permitted or required by law (e.g. US equal opportunity laws) in order to, for example, create an inclusive and diverse work force or to address our public health and workplace safety obligations (e.g. COVID reporting requirements).

## 2. PURPOSE OF COLLECTING PERSONAL INFORMATION

Depending on the context, we collect and use your personal information:

- To facilitate your participation in our events or programmes
- To facilitate your visit or tour of our premises
- For gathering and responding to feedback, enquiries, surveys and/or research to improve our products and services
- To keep in contact with you, with your consent
- For publicity, training and educational purposes, through the use of your photographs, videos, testimonials and/or audio recordings taken at events or other activities

- For carrying out public health and safety and security measures
- To identify or evaluate potential candidates for potential employment or to consider for future roles
- Fulfilling any other reasonable purpose which may, in the ultimate discretion of Vocalbeats, be necessary, including any administrative or operational purposes.

We do not knowingly collect personal information and data from anyone under the relevant age of majority. If we become aware that we have inadvertently collected such data, we will take steps to delete it promptly.

### **3. DISCLOSURE OF PERSONAL INFORMATION**

Personal information collected may be shared with authorised third parties (such as marketing and event management vendors, digital solutions or service providers, research companies, employment background checkers) in the following circumstances:

- When Vocalbeats has received your consent to do so;
- When third parties are engaged to perform any of the purposes listed in Section 2 above for and on behalf of Vocalbeats;
- In the event where Vocalbeats is merged with or acquired by another entity;
- To comply with legal or regulatory requirements or obligations in accordance with applicable law; and
- In cases of emergency where disclosure is required to safeguard the life or health of an individual.

Vocalbeats will take reasonable steps to ensure that your personal information is protected by such third parties.

We may also post materials containing your photographs or images on our official social media accounts such as LinkedIn.

### **4. WITHDRAWAL OF CONSENT**

You may withdraw the consent that you provide for the collection, use and/or disclosure of your personal information by contacting Vocalbeats directly at [dpo@vocalbeats.com](mailto:dpo@vocalbeats.com) at any time.

Upon receipt of your written request to withdraw your consent, Vocalbeats may require reasonable time (depending on the complexity of the request and its impact on our relationship with you) for your request to be processed and for Vocalbeats to notify you of the consequences regarding the same. In general, we shall seek to process your request within thirty (30) calendar days of receiving it.

Depending on the nature and scope of your request, Vocalbeats may not be in a position to continue providing our services to or maintain our relationship with you. We will notify you before completing the processing of your request. Should you decide to cancel your withdrawal of consent, please inform Vocalbeats in the manner described above.

You may withdraw your consent to Vocalbeats using or disclosing your personal data, but withdrawing does not affect our rights where (1) such use or disclosure is required by law, (2) the personal data in question was collected from publicly available sources or (3) such use or disclosure is necessary in an emergency where the life or health of a person is at risk.

## **5. RETENTION OF PERSONAL DATA**

We will store your personal data only for the time period necessary to fulfil the purposes for which such personal data was collected, or as required or permitted by applicable laws. Once we determine that the retention of your personal data is no longer necessary for those purposes, or that retention is no longer necessary for any legal or business purpose, we will cease to retain your personal data, or anonymise the personal data so that it can no longer be used to identify any particular individual.

## **6. CROSS-BORDER DATA TRANSFER**

We may transfer your personal data to countries outside your place of residence when necessary for the purposes described in this Privacy Policy. When you access and browse our website, participate in our events or programmes, visit our physical premises, or apply for a job, you understand and consent to the transfer of your personal information outside of the place that you reside where it is necessary to achieve those purposes or to provide the said services to you.

If your personal information is transferred out of the place that you reside, Vocalbeats will take appropriate steps to ensure that the recipients are bound by legally enforceable obligations (such as under the laws, via contracts or any other legally binding instrument), so that your

personal information continues to receive a standard of protection that is at least comparable to that provided under the applicable privacy laws.

## 7. SECURITY

Vocalbeats has implemented technical, physical, contractual, and organizational safeguards with a view to protecting the security of personal information from loss, damage, or unauthorized use, disclosure, alteration, deletion or access, having regard to the nature of the information, and the risks to which they are exposed by virtue of human action or the physical or natural environment.

## 8. RELEASE

If required by any government authority for any legal purposes such as the enforcement of any laws or to prevent the breaching of any laws, we shall release information to the extent as is legally required.

## 9. COOKIES & TRACKING TECHNOLOGIES

We may use cookies, pixels, and similar technologies, including third-party services to understand how our website is used and to improve performance and user experience. These technologies may collect information such as IP address, device identifiers, browser type, usage statistics, and crash reports. Some of this data may be personally referable under applicable laws. We will ask for your prior consent before enabling such tracking technologies, except where they are strictly necessary for the operation or security of the website. You may withdraw your consent at any time by adjusting your browser or device settings.

## 10. CONTACT US

If you have any request regarding your personal information, or you would like to contact us for any reason regarding our privacy notice or practices, please contact our Data Protection Officer at:

108 Robinson Road #09-01 Singapore 068900

(Attention: Data Protection Officer)

Email: [dpo@vocalbeats.com](mailto:dpo@vocalbeats.com)

Please note that we may charge a reasonable fee for processing a complicated data request.

Last Updated: 13 August 2025