

This Acceptable Use Policy governs Your Use of the Revelian System, Revelian Services, Revelian Assessments, Video Interviewing Platform and the Website and forms part of the Revelian Terms and Conditions and are found at <http://www.revelian.com/legals/>, as may be amended from time to time. Capitalised terms Used in this Acceptable Use Policy but not defined will have the meaning set out in the Revelian Terms and Conditions. By accepting the Revelian Terms and Conditions, placing an Order for or using any part of the Revelian System, Services, Video Interviewing Platform or the Website You agree to the terms of this Acceptable Use Policy.

1 Use of Revelian Assessments, Services, Video Interviewing Platform and the Revelian System

- 1.1 You are responsible for ensuring the ethical and legal Use of Revelian Assessments, Services, Video Interviewing Platform and the Revelian System in all circumstances, in relation to ethical guidelines in recruitment and psychological practice, and the relevant local laws and legal guidelines.
- 1.2 When Using Revelian Assessments, Services, Video Interviewing Platform and the Revelian System in any country outside of Australia, You acknowledge and are aware of Your responsibilities in relation to the following:
- (a) Use of the Revelian Assessments, Services, Video Interviewing Platform and the Revelian System is only appropriate for roles that require a minimum Year 10 (Australian Standard) level of English proficiency and must not be Used for the recruitment of unskilled positions unless pre-approved in writing by Revelian. All Participants will have at least Year 10 (Australian Standard) English as a minimum standard to qualify before Using Revelian Assessments, Services, or Video Interviewing Platform;
 - (b) all Revelian Assessments Use Australian based normative comparison groups where normative data is required. We may, at Our discretion, Use normative data for Your country if it is available to Us. You must consider the relevance of this to the specific role You are recruiting for;
 - (c) it is recommended that a local company specific or culturally relevant benchmark be established to ensure the most relevant comparison of candidates;
 - (d) Revelian Assessments have been developed and are delivered and reported in accordance with the Australian Psychological Society (APS) [Code of Ethics](#). All Revelian Assessments must be used appropriately in accordance with local governing psychology professional body guidelines.
- 1.3 You may Use the Revelian System and Revelian Assessments for any recruitment, except as set out in clause 1.2(a). If You wish to assess Participants outside of a recruitment process (e.g. for development or retention purposes), You must first inform Us in writing of that wish and You may only utilise the Revelian Assessments and the Revelian System, or either of them, or utilise information obtained from the Services, the Revelian Assessments, and the Revelian System, or any of them, for development and retention purposes with Our prior written consent as to the form and content of the specific exercise, and subject to Your obtaining the written consent of all Participants regarding any such intended Use.

2 Prohibited Acts

- 2.1 In addition to those prohibited acts listed in the Revelian Terms and Conditions, You agree not to do any of the following acts in Using or in connection with the Revelian System, the Website or the Service:
- (a) Send, upload, distribute, disseminate, or offer to do the same with respect to any unlawful, defamatory, hateful, inflammatory, threatening, harassing, abusive, fraudulent, infringing, obscene, or otherwise objectionable content.
 - (b) Intentionally distribute viruses, worms, defects, Trojan horses, corrupted files, hoaxes or any other items of a destructive or deceptive nature or do anything else which could damage, disable, overburden, impair or compromise our systems or security or interfere with other users.
 - (c) Impersonate or falsely claim or imply an affiliation with any person or entity or transmit any material that is likely to deceive or mislead any person (via the Use on an email address or account) or otherwise misrepresent yourself or the source of any email or communication whether written or verbal.
 - (d) Use the Service, the Website or the Revelian System to violate the legal rights, including but not limited to rights of publicity or privacy, of others or to breach any legal duty owed to a third party, such as a contractual duty or a duty of confidence.
 - (e) Use the Service, the Website or the Revelian System in any way which infringes our intellectual property rights or those of any third party or in any way which damages or risks damaging our goodwill, brand or reputation.
 - (f) Use the Service, the Website or the Revelian System to transmit material that promotes discrimination based on race, sex, religion, nationality, disability, sexual orientation, or age.
 - (g) Allow anyone to access or view any part of the Services the Revelian System, the Revelian Assessments, or the Video Interviewing Platform, or any of them, or to distribute or publish any information whether written or verbal, which is contained therein except in the day-to-day Use of the Service, the Revelian System, Revelian Assessments or the Video Interviewing Platform as provided in Your agreement with Revelian.
 - (h) Promote, encourage or participate in illegal, fraudulent, unlawful or inappropriate activity.
 - (i) Collect or harvest any information or data from the Service, the Revelian System or the Website or attempt to decipher any transmissions to or from the servers running

the Service, the Revelian System or the Website.

- (j) Prevent other account holders from Using the Revelian System, the Website or the Service, or interfere without cause in the reasonable enjoyment by other Users of the Service, the Website or the Revelian System.
- (k) Create multiple User accounts, create User accounts by automated means or otherwise engage in false, fraudulent, deceptive or misleading conduct in respect to User identity.
- (l) Sell, trade, resell, transfer or otherwise attempt to dispose of Your log-on credentials or success details, or otherwise exploit any content from the Service, the Revelian Assessments, the Video Interviewing Platform or the Website or the Revelian System for any unauthorised commercial purpose.
- (m) Modify, adapt, translate, or reverse engineer any portion of the Service, the Website or the Revelian System.
- (n) Remove any copyright, trademark or other proprietary rights and or notices contained in or on the Service, the Revelian Assessments, the Revelian System, the Video Interviewing Platform or the Website.
- (o) Reformat or frame any portion of any Web page that is part of the Service, the Revelian System or the Website.
- (p) Misrepresent Us or the Service the Revelian System, the Revelian Assessments, the Video Interviewing Platform or the Website as being associated with, or with content of, another website, web service, software service, software or other service without Our prior permission.

Website or Your Revelian Account including, but not limited to, unauthorised Use of Your password or other login credentials or access details.

- 3.5 You will not interfere with or construct Your own system to access the Revelian System or the Service.

3 Security

- 3.1 You are given private access to the Services and the Revelian System and You undertake and agree not to allow anyone to access or view any part of the Services or the Revelian System or the Revelian Assessments or the Video Interviewing Platform, not to distribute or publish any information which is contained within the Services, the Revelian Systems or Revelian Assessments or the Video Interviewing Platform except in the day-to-day Use of the Services, or the Revelian System as described in Your Accepted Order.
- 3.2 You are responsible for the security of Your password, log-on credentials or access details, or other security measures in respect of the Revelian System and Service. You must maintain the confidentiality of login credentials and access details, and accept full responsibility for all activities that occur with Your Revelian account. You are responsible for all electronic communications and other information entered through or under User IDs, passwords, access numbers or account numbers. You must not disclose any security measures to any other person and must keep those details confidential.
- 3.3 To help ensure the security of Your password or Revelian account, please sign out of Your Revelian account at the end of each session.
- 3.4 You must promptly notify Us of any actual or suspected breach of security related to the Services, the Revelian System, Video Interviewing Platform,