

## **NON-DISCRIMINATION POLICY**

The PSERV360 platform and website is owned and managed by Vantage Point Consulting Sdn Bhd.

Vantage Point Consulting Sdn Bhd, its management, staff, and employees strive to adhere to international standards and forward-thinking principles in its delivery of the Platform.

One of our core values is to work towards non-discrimination of persons based on, amongst others, nationality, race, colour, religion, gender, sexual orientation, marital status - including children & pregnancy – disability, and age.

We are also sensitive to the laws of the various countries that the Platform serves. As such, the Platform provides a means for Service Providers to provide relevant information for effective job-matching while allowing Hirer companies to comply with their commitments, both socially and commercially, based on the laws of the Hirer's country of incorporation.

Profile pages that Hirers can view have been tailored to differ based on country-specific regulations and laws that the Hirer company is incorporated in.

Notwithstanding the policy herein, the Hirer remains fully responsible in ensuring that its potential and/or successful engagements are compliant with any and all anti-discrimination laws of its country of incorporation. PSERV360 hereby excludes any and all liability in relation to the Hirer's actions in their use of this Platform, including but not limited to any loss of profits, loss of sales and business, and/or any and all indirect and consequential loss.

For Hirers incorporated in the United States of America ('USA'):-

For Hirers from the USA the following information will not be disclosed to the Hirer when conducting a search for required candidates:-

1. Nationality including race and colour;
2. Age;
3. Gender and Sexual Orientation;
4. Marital status including pregnancy & children;
5. Disability; and
6. Any other personal information prohibited by federal legislation.

If you are a Hirer or Service Provider, you may request for further clarification on the policy by contacting our customer service centre at [laura@pserv360.com](mailto:laura@pserv360.com).