

Texting Policy

By using the Texting Feature, additionally to the terms of use available at <https://www.workable.com/terms> you agree and acknowledge to abide by the rules of this policy as follows:

1. Anti-spam undertaking.

You acknowledge that there are different privacy, consumer protection and anti-spam laws and regulations that might apply in your jurisdiction. You undertake that all messages sent by means of the Texting Feature (hereinafter the "Feature") shall be in compliance with all privacy, consumer protection or anti-spam laws that apply in your jurisdiction. Some examples of Applicable Laws include: The E.U Directive of Privacy and Electronic Communications; the PECR (Privacy and Electronic Communications (EC Directive) Regulations 2003; Telephone Consumer Protection Act (TCPA); The Canada Anti Spam Law (CASL). You are responsible for ensuring that your use of the Feature does not generate spam or other similar complaints. Workable reserves the right to terminate your access to or use of the Feature if the level of spam or other complaints is higher than industry norms, as determined by Workable in its sole discretion.

2. Transparency on messages.

You shall represent your organization accurately during the use of the Feature and will not impersonate any other person, whether actual or fictitious. You shall at all times appear to be the sender of the messages and you agree that for any text message sent by you using the Feature, you will accurately and in a non-deceptive manner identify the sender, the organization and the purpose of the text.

3. Consent.

You acknowledge and agree that you should initiate communication via text messages only with candidates who have consented to receive such communications when the applicable law provides for such a requirement in your jurisdiction. There are different scenarios on how

consent can be effectively received depending on local law requirements. You should consider which opt-in mechanism is sufficient in your jurisdiction, before using the feature, e.g when the candidate provides the number via the application form, etc. Workable takes no responsibility for any failure from your side to meet such a requirement.

4. Unsubscribe.

You agree that you shall not utilize the Feature to send any message to any person who has opted out or otherwise objected to receiving such messages from you or another sender on whose behalf they may be acting.