

Data Protection & Privacy Policy

Last updated on May 2025



Debia Pte. Ltd. is strongly committed to protecting individual party's (party) privacy and complying with Personal Data Protection Act (PDPA). Personal data collected is effectively safeguarded according to the data protection standards adopted worldwide.

Our Commitment

- Personal data will not be shared, rented or sold to any third party
- We give parties the possibility to control the information that parties share with us (opt-out)

Debia Pte. Ltd. is committed to processing data in accordance with its responsibilities under the PDPA.

- a. data is processed lawfully, fairly and in a transparent manner in relation to individuals;*
- b. collected for specified, explicit and legitimate purposes and not further processed in a manner that is incompatible with those purposes; further processing for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes shall not be considered to be incompatible with the initial purposes;*
- c. adequate, relevant and limited to what is necessary in relation to the purposes for which they are processed;*
- d. accurate and, where necessary, kept up to date; every reasonable step taken to ensure that personal data that are inaccurate, having regard to the purposes for which they are processed, are erased or rectified without delay;*
- e. kept in a form which permits identification of data subjects for no longer than is necessary for the purposes for which the personal data are processed; personal data may be stored for longer periods insofar as the personal data will be processed solely for archiving purposes in the public interest, scientific or historical research purposes or statistical purposes subject to implementation of the appropriate technical and organisational measures required by PDPA in order to safeguard the rights and freedoms of individuals; and*
- f. processed in a manner that ensures appropriate security of the personal data, including protection against unauthorised or unlawful processing and against accidental loss, destruction or damage, using appropriate technical or organisational measures."*

1. Consent Obligation

We will clearly inform parties when information that personally identifies them ("personal information") is asked for. Generally, this information is requested when parties contract for our services.

2. Purpose Limitation Obligation

We shall state the purpose of collecting personal data and such purpose shall be considered appropriate by a reasonable person who provides the personal data. Personal data collected from the party shall be used for the intended purpose(s) only.

3. Notice Obligation

We shall notify the party of the purpose(s) for which we intend to collect, use or disclose the

party's personal data on or before such collection, use or disclosure of the personal data.

4. Access and Correction Obligation

We shall provide reasonable access to party whose personal data we possess or is under our control for the party to verify and make corrections should there be any amendments/update required.

5. Accuracy Obligation

We shall make reasonable effort to ensure that the personal data collected is accurate and complete for the purpose of our collection. We shall provide suitable way for a party to access his/her record and make the necessary amendment/update on it.

6. Protection Obligation

We shall strive to protect personal data in our possession or under our control by establishing suitable and reasonable security arrangement to prevent undesirable incidents such as unauthorised access, collection, use, disclosure, copying, modification, disposal or similar risks.

7. Retention Obligation

We retain information as long as it is necessary to provide the services requested by parties, subject to any legal obligations to further retain such information. Information associated with party's account will generally be kept until it is no longer necessary to provide the services or until the party ask us to delete it or party's account is deleted whichever comes first. Additionally, we may retain information from deleted accounts to comply with the law, prevent fraud, resolve disputes, troubleshoot problems, assist with investigations, enforce the Terms of Use, and take other actions permitted by law. The information we retain will be handled in accordance with this Data Protection and Privacy Policy.

8. Transfer Limitation Obligation

We are not involved in transferring of personal information to other countries. Should there be any such transfer, it is confined to within the offices of Debia Pte. Ltd., its business partners and the relevant regulatory bodies.

9. Openness Obligation

We shall establish and make publicly known our policies and practices in meeting the requirements of PDPA. We shall identify the Data Protection Officer (DPO) to whom the public or relevant party are able to provide feedback and comments on our policies and practices.

10. Usage

We use party's personal information for the following purposes:

- To allow party to use/ continue to use our services

- To send them informational communications about our services/sharing of transactional details/settlement/commission payouts/salary payouts, etc.

We may also collect parties' name, language, currency, operating system, email address and country information for the purpose of offering or continue to offer our products/services and also in order to notify of the release of updated versions of our software, new services or promotional offers. When parties provide their personal information, parties consent that it can be used for the above purposes and that Debia Pte. Ltd. is an authorized holder of such information.

Security of information

Debia Pte. Ltd. is strongly committed to protecting parties' information and ensuring that parties choices are honored. We have taken strong security measures to protect parties' data from loss, misuse, unauthorized access, disclosure, alteration, or destruction. All sensitive data is stored behind multiple firewalls on secure servers with restricted employee access.

Enforcement of policy

Debia Pte. Ltd. will review this policy annually and/or when the need arises to do so.