



PRIVACY POLICY IN ACCORDANCE WITH LAW 25: EMPLOI CONNEXION INC.

Data Protection Officer: Emploi Connexion Inc. (hereinafter referred to as "Emploi Connexion 2013") has appointed a Data Protection Officer (DPO) responsible for overseeing all aspects related to this Privacy Policy. If you have any questions regarding this Policy, including requests related to exercising your rights under the law, please contact our DPO by email at info@emploiconnexion.ca. Other members of the Emploi Connexion 2013 team may be designated to act as representatives of the DPO or assume responsibility for the collection or daily processing of personal data.

Notification of Changes: Emploi Connexion 2013 considers it crucial that the personal data we hold about you remains accurate and up-to-date. Kindly inform us of any changes to your personal data during our relationship.

Links to Third Parties: Our website may contain links to third-party websites or applications. By clicking on these links or activating these connections, third parties may collect or share data about you. We have no control over these third-party websites and are not responsible for their privacy policies. When you leave our website, please review the privacy policy of each site you visit.

- Collection of Personal Information:** Emploi Connexion 2013 understands the importance of personal data protection in accordance with the Private Sector Personal Information Protection Act (Law 25). The term "personal data" refers to any information that can identify a person. We may collect, use, store, and transfer various types of personal data about you, which we categorize as follows: • Identity Data: First name, last name, username or similar identifier, status, title, date of birth, and gender. • Contact Information: Billing address, shipping address, email address, and phone numbers. • Computer Data: Internet Protocol (IP)

address, connection data, browser type and version, time zone, location, browser extensions and their versions, operating system, platform, and other technologies used on devices accessing this site. • Usage Data: Information about the use of our website, products, and services. • **Marketing and Communication Data:** Preferences regarding receiving advertisements from us or third parties, and communication preferences.

Use of Personal Information: The collected personal data is used in compliance with the provisions of Law 25. They are used to assess the suitability of candidates for job offers, facilitate matches between candidates and employers, and provide personalized recruitment services. We use this information solely within the scope of our placement activities and obtain users' consent when necessary.

Marketing: Emploi Connexion 2013 complies with current laws regarding marketing and communication. We offer options regarding the use of your personal data, particularly in marketing: • Marketing Communications: You will receive marketing communications from us if you have requested them during registration for a promotion and/or service, unless you have chosen not to receive them. • Unsubscribe: You can request to no longer receive our marketing messages by adjusting your preferences on our website or by following the unsubscribe links included in our messages.

Cookies: Emploi Connexion 2013 respects legislation regarding cookies and similar technologies. You can configure your browser to refuse cookies or receive notifications when websites attempt to place cookies. Please note that this could affect certain parts of the site.

Change of Purpose: Emploi Connexion 2013 uses your personal data only for the purposes for which we collected them, in accordance with the provisions of Law 25. If necessary, we will inform you of any change in purpose and explain the associated legal basis.

5. **Disclosure of Your Personal Data:** Emploi Connexion 2013 may share personal information with our current or potential clients to facilitate placements and meet employment requirements. We do not sell, rent, or

otherwise disclose personal information to third parties for commercial purposes.

6. **Data Security:** Emploi Connexion 2013 takes data security seriously. Adequate security measures are in place to prevent loss, unauthorized use, access, modification, or disclosure of your personal data. Access to this data is restricted to employees, agents, subcontractors, and necessary third parties, and they are bound to confidentiality.
7. **Data Retention:** Your personal data is retained in accordance with the provisions of Law 25. It is kept only for the period necessary to achieve the purposes for which it was collected, in accordance with legal, accounting, or reporting obligations. The retention period is determined based on the nature and sensitivity of the data, as well as potential risks.
8. **Your Legal Rights:** As an individual subject to the collection and processing of personal data, you have rights outlined in Law 25 and applicable data protection laws. These rights include accessing your personal data, rectifying it, erasing it, objecting to processing, and withdrawing your consent. To exercise these rights, please contact the responsible party at the address infommploiconnexion.ca.

Identity Verification: To ensure data security and the protection of your privacy, Emploi Connexion 2013 may request specific information to verify your identity before responding to your requests regarding your personal data.

Response Time: Emploi Connexion 2013 is committed to responding promptly to legitimate requests and data protection concerns, in accordance with the provisions of Law 25 and applicable laws.