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Privacy Policy Gardium Sécurité

Last updated: **2025-10-30**

Gardium Sécurité ("Gardium," "we," "our") is committed to taking the necessary measures to comply with the principles and requirements regarding privacy and the protection of personal information under applicable laws. This Privacy Policy (the "Policy") aims to explain how and for what purposes Gardium collects, uses, shares, or processes your personal information, and how we protect the confidentiality of your personal information when you visit our website (the "**Site**"), consent to a background check, communicate with us in person, by phone, or by email, or when you apply for a job at Gardium.

Respecting your privacy is a priority for Gardium. Please take the time to familiarize yourself with this Policy, as it describes your privacy choices and how you can contact us if you have questions or wish to exercise your rights under applicable privacy laws. By providing us with personal information or interacting with us in any other way, you agree that your personal information will be processed in accordance with this Policy.

In this Policy, the term "**personal information**" generally refers to any information that can be used, alone or in combination with other information, to identify an individual. This includes information such as your name, email address, phone number, or any other contact details, as well as images representing you. It may also include other, more technical types of information, but only when such information allows us to identify you as an individual. Information that has been anonymized and can no longer reasonably be used to identify you directly or indirectly is not considered personal information, provided that it is reasonably foreseeable that this information can no longer be used to identify you in any way.

1. Personal Information Collected and Use

As part of our activities, we may collect personal information from you. We only collect the personal information necessary to provide you with our various services. We may collect personal information about you in the following situations:

- When **you contact us** (by email, by phone, through our social media, by mail, or in person), we may collect your name and contact information. This information allows us to provide the requested information, products, or services and to communicate with you regarding your inquiry.
- When we **create a client account** for you on our background verification platform, we collect your name, professional contact information, company, position, a password of your choice, and any other information necessary to manage your account. This information is used to facilitate account management and access to the services ordered
- When we conduct a **background check** with your consent, we collect the information requested in the form you complete, as well as any relevant information shared by third parties, including, but not limited to, credit reporting agencies, government bodies, provincial or federal law enforcement agencies or courts, former employers, educational institutions, and any other information sources. This information is used to carry out the background verification requested by your employer or landlord.
- When you **subscribe to our newsletter**, we collect your name and email address in order to send you promotional emails about our activities and offers that may interest you. You can choose to



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change your preferences by clicking the “unsubscribe” link provided at the end of any email or communication you receive. We use this information to provide updates about our current and future products and services or other developments related to our organization.

- If you **apply for a job at Gardium**, we collect your name, email address, and any other information you provide to us, including your professional background. We use this information to evaluate and respond to your application.
- When **you visit our Website**, we may automatically collect information through cookies. For more details, please refer to the *Cookies and IP Addresses section below*.

In general, personal information about you will be collected directly from you. However, we may collect personal information from third parties, as permitted by law or when we have obtained your prior consent to do so.

We may also collect and use personal information to comply with applicable legal and regulatory requirements or for other purposes permitted by law. We do not collect personal information for other purposes unless we obtain the consent of the individual concerned.

2. With whom may we share your personal information?

We do not share your personal information with third parties without your consent, except in the cases described below:

- **Background check results.** When you have consented to a background check, the results may be shared with the landlord or employer who requested the verification, in accordance with applicable laws and the agreed purposes.
- **Service providers.** We may engage service providers to perform specific services on our behalf, including IT service providers and data hosting services. As a result, these providers may process or manage your personal information on our behalf.
- **Business transactions.** We may disclose personal information in order to facilitate or enable any business or corporate transaction involving Gardium, to the extent permitted by applicable law.

Please note that within Gardium, our employees may have access, in whole or in part, to your personal information if it is **necessary in the course of their duties**.

Finally, your information may be disclosed if necessary to meet legal, regulatory, insurance, audit, or security requirements, and otherwise with your consent, or as permitted or required by law (including as required by applicable Canadian or foreign laws that apply to us or our service providers).

We do not sell, rent, or trade your personal information to third parties. Your personal information is only shared without your consent to the extent permitted or required by law.

3. Security and Retention of Your Personal Information

We will maintain the confidentiality of your information, and it will only be used in accordance with this Policy or applicable laws. We have implemented security measures in compliance with the ISO/IEC 27001 standard to protect against theft, loss, misuse, or alteration of your personal information. These measures



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include the use of firewalls, encryption technologies, and restrictions on access to personal information, granting access only to employees who genuinely need it.

However, it is important to note that any information transmitted over the Internet may be intercepted by a third party. Therefore, we cannot and will not be held responsible for the theft, loss, misuse, or alteration of any personal information transmitted via the Internet.

We retain personal information only for as long as necessary to fulfill the purposes for which it was collected, or to comply with legal, regulatory, or business obligations. When your personal information is no longer required, we destroy or anonymize it so that it can be used for future purposes without identifying you, in accordance with applicable laws.

4. Hosting and Transfer of Personal Information

We store personal information on our internal servers or with service providers. Personal information collected about you may be hosted and/or processed in a jurisdiction other than your province or country of residence. Our service providers may host and process personal information outside Quebec or Canada.

When information is hosted or processed outside your jurisdiction, it may be subject to the laws of those other jurisdictions, including any laws that permit or require disclosure of such information to the government, government agencies, courts, or law enforcement authorities of that territory.

We ensure that our service providers comply with all applicable privacy protection laws and implement contractual clauses requiring them to do so. For more information about the processing of our data abroad, please contact our Privacy Officer (contact details provided below).

5. Cookies and IP Addresses

When you visit our website, we use cookies and other similar tracking technologies to collect information that helps remember your preferences and settings while you navigate our site. The information collected includes: your IP address, the date and time of your visit, the pages you visit, the features you use, the referring URL you came from and the one you go to next, your browsing path (i.e., the pages you view, the links you click, and other actions you take in connection with the site), and your browser type.

We use this information to conduct internal research on the demographics, interests, and behavior of our users in order to better understand, protect, and serve our users and community, and to improve our services. We use the following types of cookies:

- **Essential cookies.** These cookies are necessary for the operation of the website. They include, for example, cookies that allow you to log in to secure areas of the site by creating personalized sessions whose information is accessible only to you.
- **Analytics cookies.** These cookies allow us to recognize and count the number of visitors and to understand how they navigate the site. This helps us improve the functioning of our website and enhance the user experience.
- **Functional cookies.** These cookies are used to recognize you when you return to our website. This allows us to personalize your experience, for example, by greeting you by name and displaying the site in your preferred language.



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- **Targeting cookies.** These cookies record your visit to our website, the pages you have viewed, and the links you have followed. We use this information to make our website better suited to your interests and to help us identify the types of content that attract visitors. We may also share this information with third parties.

Here is more information about the cookies we use and the reasons why we use them:

Type of cookie	Cookie name	Purpose of the cookie	Cookie duration	Benefit
Container tag	_dc_gtm_UA122082930-3	Allows cookie storage	30 minutes	
Cookie/Privacy Policy	wordpress_test_cookie	Checks whether the browser supports cookies	Expires at the end of the session	
Cookie/Privacy Policy	cookie_notice_accepted	Remembers users who have accepted cookies	7 days	The cookie notification banner will disappear for one week on subsequent visits once you have accepted cookies
Marketing analytics	tracker.leadfor ensics.com	Collects information on how businesses use our site	12 months	Compiles data only from corporate visitors and does not collect any personal data
Marketing analytics	hubspotutk	Collects information on how visitors use our site	10 years	Enables the generation of reports that help us improve our marketing
Google analytics	_ga	Collects information on how visitors use our site	Two years	Enables the generation of reports that help us improve the website

When you first visit our Website, a banner will appear to inform you about the use of cookies and to request your consent before cookies are activated, in accordance with applicable legal requirements.



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Many web browsers also allow you to manage your preferences. You can configure your browser to refuse cookies or delete certain ones. You may also be able to manage other tracking technologies in the same way. In some cases, tracking tools used by third-party service providers can be disabled.

6. Third-Party Websites

Our Website may contain links to other third-party websites that may collect personal information. This Policy does not cover the privacy practices (or lack thereof) of such third parties. We cannot and will not be held responsible for the policies, practices, or actions of these third parties.

7. What Are Your Rights Regarding Your Personal Information?

You have the right to access, review, correct, or update the personal information we collect about you. To access, review, correct, or update your personal information, please contact our Privacy Officer using the contact details provided at the end of this Policy.

Before granting you access to your information, providing you with the personal data we hold about you, or making requested changes, we may ask you for information to help us confirm your identity and your right to access that information. In some cases, applicable laws may require us to deny access to some or all the personal information we hold about you, or that we may have destroyed, deleted, or anonymized in accordance with our legal record-keeping obligations and best privacy practices. We may also decline a request to modify information if we believe that the modification would violate a law or legal requirement or result in inaccurate information in our records.

You may also refuse or withdraw your consent to the collection, use, and disclosure of your personal information, or request the deletion of the personal information we hold about you, at any time upon reasonable notice, subject to any legal or contractual obligations. However, if consent is refused or withdrawn, we may not be able to provide certain products or services. We will explain the consequences of deleting your information or withdrawing your consent upon receiving your request, to help you make an informed decision.

If we are unable to fulfill your request, we will inform you of the reasons, subject to any legal or regulatory restrictions.

8. Effective Date and Amendments

This Policy, as occasionally amended, was adopted by Gardium on the “Last Updated” date indicated above. We reserve the right to modify the Policy at any time. If we intend to use or disclose personal information for purposes that are materially different from those described in this Policy, we will make reasonable efforts to inform you, including by posting the revised Policy on our Website. By continuing to provide personal information or to use our Website after any changes to this Policy, you agree to those changes.

9. Contact Us

If you have any questions or concerns about this Policy, or if you wish to file a complaint, please contact our Privacy Officer by email at cst@gardium.com.