

## **Privacy Policy (Updated October 23, 2018)**

SIMCO Technologies Website is the property of SIMCO Technologies Inc. (“SIMCO”).

As a data controller, SIMCO is committed to protecting your privacy in the processing of your personal data. This Privacy Policy (“Policy”) describes the types of information SIMCO may collect from you or that you may provide when you visit or use the websites [www.simcotechnologies.com](http://www.simcotechnologies.com), [www.simco-me.com](http://www.simco-me.com), <https://stadium.stadium-software.com>, any other of our websites where this Policy is posted (collectively the “Website”), if you are a potential or existing client or business partner and send requests or inquiries to SIMCO through e-mail, social media sites, blogs or other marketing tools, or if you are an applicant to a position within SIMCO. This Policy does not apply to information collected through any other website operated by a third party or through any third party application or content that may link to or be accessible from the Website.

SIMCO provides this Policy to explain the type of information we may collect and to inform you of the specific practices and guidelines that protect the security and confidentiality of your personal data. Please read this Policy carefully. If any term in this Policy is unacceptable to you, please do not use the Website or provide any personal data. This Policy may change from time to time.

### **What information may SIMCO collect:**

- Your name
- The name of your company
- Your title
- Your email address
- Your telephone number
- Information gathered from public sources such as internet searches
- Your username or user ID
- Your IP address (if you are a Website user or a person interacting with SIMCO on social media or by email)
- Information obtained through our use of cookies and widgets (if you are a Website user or a person interacting with SIMCO on social media or by email)
- Your resume (if you are a potential or existing job applicant)
- Information obtained from your cover letter (if you are a potential or existing job applicant)

### **What does SIMCO use your Personal Information for?**

Subject to applicable law and regulations, SIMCO may use your Personal Information for legitimate business, contractual and marketing purposes, such as:

- To manage SIMCO's business relationship with you or your employer (i.e. provide professional services, discuss business, contractual and billing issues related to services and projects, etc.)
- To collect Website statistics (i.e.: the number of site visitors, the most frequently visited pages, the sites that refer the greatest number of visitors, etc.)
- To contact you about SIMCO information and services that may be of interest to you, and where you have provided a prior valid consent to receive such information
- To inform you of forums, actions or publications that might be of interest to you, as requested
- To grant you access to SIMCO's secured web pages and provide you with technical support
- To answer any inquiries or request you make
- To notify you of changes to our services or to our Website
- To consider your application for a position at SIMCO or to inform you of job opportunities

### **How long SIMCO retains your Personal Information**

SIMCO's policy is to retain Personal Information no longer than (a) is necessary to fulfil the purposes for which the Personal Information is processed, (b) if processing is based on your consent, until you withdraw your consent, (c) if processing is based on a legitimate interest of SIMCO, until you object to such processing, (d) we are required by law, or (e) your Personal Information is required for SIMCO to assert or defend against legal claims. When it is no longer necessary to retain your Personal Information, or in case of unlawful processing of your Personal Information, it will be erased.

### **Compliance and Your Rights as a Data Subject:**

SIMCO adheres to Quebec's Act Respecting the Protection of Personal Information in the Private Sector (c. P-39.1), along with Canada's Personal Information and Electronic Documents Act (S.C. 2000, c. 5) and Protection Anti-Spam law (S.C. 2010, c. 23). SIMCO also adheres to the General Data Protection Regulation (GDPR) adopted by the European Parliament. If you are a citizen of, or reside in, Canada, or if the message is received from a SIMCO's entity operating in Canada, or if you are a citizen of, or reside in, a country of the European Union, you as a Data Subject have the following rights (subject to some conditions and exceptions):

- The right to opt-out of receiving marketing related electronic messages
- The right to access a copy of your Personal Information held by SIMCO
- The right to request rectification, completion or updating of your Personal Information
- The right to request deletion of your Personal Information or to restrict or to object to processing your Personal Information under certain circumstances

- The right to Data portability, which includes certain rights to have your Personal Information transmitted from SIMCO to another controller
- Where Data processing is based on your consent, the right to withdraw consent at any time
- The right to lodge a complaint with a supervisory authority

Each of your right can be exercise by notifying SIMCO at [info@simcotechnologies.com](mailto:info@simcotechnologies.com) and putting the appropriate statement in the subject field.

**IMPORTANT: For identification and confidentiality purposes, please provide the following information when making your file requests:**

- Given name and surname
- Email address used when you filled out the online form

Failure to provide us with one or more of the above will prevent us from fulfilling your request.

### **Security of your personal information**

Your personal information is maintained on a server which is hosted by a third-party web hosting service provider. Although SIMCO is taking reasonable measures to ensure that your personal information is treated securely and subject to appropriate safeguards on SIMCO's network and from the hosting service provider, SIMCO cannot guarantee our security measures or the third party's security measures.

SIMCO will not give, trade, loan nor sell your Personal Information to any third party. However, your Personal Information may be shared with:

- Other SIMCO's affiliated entities
- Specific third parties in the context of a merger, acquisition or sale of all or a portion of SIMCO's assets, but in such cases, only with due notifications as required by law
- Third parties where SIMCO is required by law, such as to comply with a subpoena, or similar legal process in any country where SIMCO has activities, or to comply with official requests from police of financial crime and fraud detection agencies
- To a government entity in response to a government request

### **Cookies**

No trace cookies will be left on your hard drive; only session cookies will be used to identify current sessions during navigation. No information may be obtained from these cookies. However, we do use our server log-files in order to collect statistics. You can set your browser to refuse all or some cookies, or to alert you when cookies are being sent. If you disable or refuse cookies, please note that some parts of the Website may be inaccessible or not function properly.

## **Revision to our Privacy Policy**

We reserve the right to change this Privacy Policy at any time. Any changes we make will be posted on this page of the Website. If we make material changes to how we treat your Personal Information, we will notify you by email at the email address provided by you or through a notice on the Website home page. The date this Privacy Policy was last updated is identified at the top of the page. You are responsible for ensuring we have a deliverable email address for you, and for periodically monitoring and reviewing any updates to this Privacy Policy. Your continued use of the Website after any update will be deemed your acknowledgement of the changes to this Privacy Policy.

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