



**ALLIANCE
PHARMA**

Alliance Pharma Privacy Policy

Privacy protection is a priority for Alliance Pharma. We have implemented protective measures for the sound management of your personal information in accordance with applicable laws, specifically **Law 25**.

This Privacy Policy (the "Policy"), which should be read in conjunction with the website's Terms of Use and service agreements entered into with the Organization, informs you of our practices regarding the collection, use, processing, disclosure, and retention of the Personal Information of our clients, visitors, and users.

We take all reasonable steps to ensure the confidentiality of this information, notably by implementing rigorous policies and procedures to comply fully with all privacy laws and regulations in Canada.

By using our website <https://alliancepharma.ca/> or by transacting with us through technological means, you acknowledge that you have read and accepted this Privacy Policy. Consequently, you agree that we may collect, use, process, disclose, and retain your Personal Information in accordance with the terms described herein. If you do not agree to comply with and be bound by this Policy, you are not authorized to visit, access, or use our Website, nor to share your Personal Information with us via technological means.

On our part, we commit to taking the necessary and reasonable precautions required to protect collected personal information against loss, theft, disclosure, or unauthorized use.

Purpose of this Policy

The purpose of this policy is to inform you of what personal information we collect through technological means, how we process it, and when we need to disclose it. The term "personal information" refers to any information that concerns a natural person and reveals, directly or indirectly, something about that person's identity, characteristics, or activities. Examples include name, personal email address, telephone numbers, or personal identification numbers.

Your personal information is governed by Alliance Pharma's Privacy Policy. For further information, please contact info@alliancepharma.ca.

Alliance Pharma is committed to protecting the privacy of professionals. In the event of a confidentiality incident (data breach), we will notify the *Commission d'accès à l'information* and the affected individuals if the incident poses a risk of serious injury.

Collection and Consent

By providing us with Personal Information, you expressly authorize us to collect and process the information identified below, in accordance with the terms and principles described hereafter. Please note that you remain in control of your Personal Information at all times



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and may refuse its collection, as provided by law. To do so, simply notify us when the information is collected on paper, verbally, or in the presence of a staff member. You may also contact our Privacy Officer (info@alliancepharma.ca) regarding information collected through electronic means and indicate your refusal. In such cases, we may be unable to provide our services.

Consent given at the time of collection or processing may be withdrawn at any time. We will respect your choice in accordance with our legal obligations.

Methods of Collection

As part of our activities, we collect and use Personal Information through specified means such as:

- Browsing our Website;
- Through our mobile device applications;
- During communications by telephone or chat;
- During interactions via social media and email;
- During interactions with our authorized representatives;
- Through our partners or agents.

Types of Information Collected

We strive to limit the collection of personal information to what is necessary to offer our services or as permitted by law.

Via our Website:

- Your first and last name and email address when completing the "Contact Us" form;
- Connection logs and other information regarding your activities on the Website, such as browser type, operating system, and other hardware and software information.

By other electronic means:

- First and last name, email address, personal phone number, mailing address, and date of birth;
- Professional or employment-related information, such as your resume, place of employment, employers and references, salary or self-employment income, as well as information regarding criminal records, languages spoken, and other details provided when applying for a position;
- Relevant health and personal information collected from you or our partners within the scope of our mandates;
- Information relating to services rendered to you;
- Information you choose to provide, such as when filling out forms, responding to surveys, or communicating with an employee or representative.

Non-Personal Information



We may also collect non-personal information (web browser, operating system, number of visits, page views, etc.). Alliance Pharma uses this information for statistical purposes only. If non-personal information is combined with personal information in a way that allows for identification, it will be treated as personal information.

Purposes of Use

Generally, we use your personal information only for purposes permitted or required by law or for the following:

- To offer, improve, or develop our services;
- To manage newsletter subscriptions, job applications, inquiries, and support;
- To operate, maintain, and improve our website functionality;
- For identity and background checks as permitted by law;
- To send security alerts, updates, or communications in accordance with the law;
- To perform research and analysis related to our business;
- To detect and prevent fraud, errors, spam, and security incidents;
- To establish, exercise, or defend legal rights or proceedings.

Protection of Minors

We do not knowingly collect information from individuals under the age of 14. If you are under 14, you must not provide personal information without parental or guardian consent.

Disclosure to Third Parties

We make personal information accessible to employees, consultants, or agents whose duties require it. We may use service providers (IT security, marketing, data hosting, etc.) and provide them only with the information necessary for their mandate, ensuring they provide sufficient security guarantees.

Personal information is securely hosted on servers that may be located outside of Quebec, including in Canada and the United States. We do not sell or trade your personal information.

Retention

We retain your personal information only as long as necessary for the purposes for which it was collected, or as required by law. Afterward, information is securely destroyed or anonymized.

Your Rights

You have the following rights:

- **Access:** To be informed of the information we hold and request a copy.
- **Rectification:** To have incomplete or inaccurate information updated.
- **Withdrawal:** To withdraw or modify your consent at any time.



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- **De-indexing:** To request that links attached to your name be de-indexed if disclosure violates the law.
- **Information:** To be informed of decisions based on automated processing or the use of profiling/tracking technology.
- **Complaint:** To lodge a complaint with the Organization or the *Commission d'accès à l'information*.

To exercise these rights, you may be required to provide appropriate identification.