

PERMASTEELISA NORTH AMERICA CANDIDATE PRIVACY NOTICE

PERMASTEELISA NORTH AMERICA BENSON AND BTM

Last Updated: August 2026

Permateelisa North America Benson/Bleu Tech Montreal (“the Company,” “we,” “us,” or “our”) respects your privacy and is committed to protecting your personal data. This Candidate Privacy Notice describes how we collect, use, store, and share your personal information during our recruitment and hiring processes.

1. INFORMATION WE COLLECT

When you apply for a position with us, we collect information that you voluntarily provide, as well as information from third parties. This includes:

Contact Information: Name, address, email address, phone number, and professional social media profiles (e.g., LinkedIn).

Application Documents: Your resume/CV, cover letter, employment history, education history, certifications, professional licenses, and references.

Interview Notes: Information provided during phone screens, interviews, or assessments.

Background & Eligibility Data: Work authorization status, citizenship, and—where permitted by law and relevant to the role—background check information or drug screening results (collected later in the process).

2. HOW WE USE YOUR INFORMATION

We use your personal data strictly for recruitment and pre-employment purposes, including:

Assessing your skills, qualifications, and suitability for the role.

Communicating with you regarding your application and the interview process.

Verifying your references and checking your employment history.

Complying with applicable legal, regulatory, or corporate governance requirements.

3. SHARING YOUR INFORMATION

Your data is handled securely and access is restricted to individuals involved in the hiring process. It may be shared with:

Permateelisa Group Affiliates: Human Resources and management personnel within the global Permateelisa Group if relevant to the selection activity or structural coordination.

Service Providers: Trusted third-party vendors who provide background screening, IT system hosting, or recruitment module software on our behalf.

Legal Authorities: If required to do so by law, regulation, or legal process.



4. DATA SECURITY & RETENTION

We typically use industry-standard technical and organizational security measures to protect your data from unauthorized access or disclosure.

Consistent with Permasteelisa Group policy, your personal data will be stored to evaluate you for current or future opportunities. If an application is deemed non-relevant, it may be discarded ahead of time. If you are hired, some or all of this information will transition into your personnel file.

5. YOUR RIGHTS

Depending on your location, you may have the right to access the personal data we hold about you, request corrections to inaccurate information, or request the deletion/restriction of your data.

6. CONTACT US

If you have any questions about this notice or wish to exercise your privacy rights, please contact the Permasteelisa Group Privacy Team at:

pna-hr@permasteelisagroup.com

By submitting your application, you acknowledge that you have read and understood this Candidate Privacy Notice

7. US PRE-EMPLOYMENT SCREENING (FCRA DISCLAIMER)

Any background checks, consumer credit reports, or investigative consumer reports conducted for employment suitability under US law are governed by the Fair Credit Reporting Act (FCRA) (15 U.S.C. § 1681 et seq.) and applicable state background check laws. Information regarding background screenings in this Candidate Privacy Notice is provided for general transparency only. Prior to conducting any third-party background check, the Company will provide you with a standalone, separate FCRA Disclosure and obtain your written authorization.

8. AUTOMATED EMPLOYMENT DECISION TOOLS (AEDT) (US LOCAL LAWS)

If your application process involves the use of Automated Employment Decision Tools (AEDTs) or artificial intelligence tools (such as automated resume-parsing algorithms or video interview assessment software):

NYC Candidates (Local Law 144): You will be notified at least 10 business days prior to the use of any AEDT. Details regarding the job qualifications evaluated by the tool and the results of our required independent bias audit will be made available upon request. You may request an alternative selection procedure or accommodation.

Illinois Candidates (Artificial Intelligence Video Interview Act): If video interviews are evaluated using AI software, we will obtain prior explicit consent, disclose how the AI functions, and destroy all video recordings within 30 days of request.



ADDENDUM A:

CALIFORNIA CANDIDATE PRIVACY ADDENDUM (CCPA / CPRA)

Applicability:

This Addendum applies solely to job applicants residing in the State of California.

1. CATEGORIES OF PERSONAL INFORMATION COLLECTED

We collect the following categories of Personal Information (PI) and Sensitive Personal Information (SPI) for recruitment and hiring purposes:

Identifiers: Name, postal address, personal email address, phone number, and social media profile URLs (e.g., LinkedIn).

Professional & Employment Information: Resume/CV, employment history, professional licenses, certifications, reference notes, and interview evaluations.

Education Information: Educational background, degrees earned, institutional transcripts, and language skills.

Sensitive Personal Information (SPI): Work authorization documentation (e.g., Social Security Number, passport/visa details), government identification numbers, and background check or drug screening results (collected strictly post-conditional offer where permitted by law).

2. SALE, SHARING, AND USE OF SENSITIVE PERSONAL INFORMATION

No Sale or Sharing: The Company does not “sell” candidate personal information, nor do we “share” candidate personal information with third parties for cross-context behavioral advertising.

Use of Sensitive Personal Information: SPI is collected and used strictly for authorized operational purposes (verifying identity, legal work eligibility, and conducting permitted pre-employment screenings). We do not use SPI for purpose inferring characteristics about candidates.

3. DATA RETENTION SCHEDULE

We retain personal information only for as long as reasonably necessary to fulfill recruitment objectives or comply with statutory requirements:

Unsuccessful Applicants: Personal information is retained for up to two (2) years following the date of rejection to evaluate candidates for prospective role openings and satisfy federal and state recordkeeping obligations, after which it is securely destroyed or de-identified.

Successful Applicants: Personal information collected during the recruitment phase transitions into the employee’s personnel file and is retained for the duration of employment plus six (6) years post-separation.

4. YOUR RIGHTS UNDER CALIFORNIA LAW

California candidates have the right to:

Right to Know / Access: Request details regarding the categories and specific pieces of PI collected, sources of collection, and business purposes for processing.

Right to Delete: Request deletion of personal information, subject to statutory retention exceptions.

Right to Correct: Request correction of inaccurate personal information held by the Company.

Right to Non-Discrimination: Not receive discriminatory treatment or diminished consideration for exercising any privacy rights.

To exercise these rights, submit a request to pna-hr@permasteelisagroup.com.



ADDENDUM B:

CANADIAN PROVINCIAL PRIVACY ADDENDUM (REST OF CANADA)

Applicability:

This Addendum applies to candidates residing in Canadian provinces outside Quebec (including Ontario, British Columbia, and Alberta).

1. STATUTORY FRAMEWORKS

Your personal information is collected, used, and disclosed in compliance with the Personal Information Protection and Electronic Documents Act (PIPEDA), the British Columbia Personal Information Protection Act (BC PIPA), or the Alberta Personal Information Protection Act (AB PIPA), as applicable.

2. PURPOSE AND THIRD-PARTY TRANSFERS

Personal information collected during recruitment is limited to what a reasonable person would consider appropriate in the circumstances to evaluate employment suitability.

If candidate data is transferred to third-party service providers (such as cloud-hosted applicant tracking systems or background check vendors located in the United States or other jurisdictions), your information may be accessible to foreign courts, law enforcement, and national security authorities under foreign laws.

3. ACCESS, CORRECTION, AND WITHDRAWAL OF CONSENT

Subject to limited statutory exceptions, candidates residing in Canada have the right to:

Access the personal information maintained about them.

Challenge the accuracy and completeness of their data and request amendments.

Withdraw consent to the collection, use, or disclosure of their data (subject to legal or contractual restrictions and reasonable notice).

To submit a request, contact our Privacy Officer at pna-hr@permasteelisagroup.com.



ADDENDUM C:

QUEBEC PRIVACY LAW ADDENDUM (LAW 25 & BILL 96)

Bleu Tech Montreal - BTM (PNAB)

Effective Date: August 2026

This Quebec Privacy Law Addendum (“Addendum”) supplements the Permasteelisa North America Benson Candidate Privacy Notice and applies exclusively to job applicants residing in the Province of Quebec or applying for positions based in Montreal, Canada. This Addendum is designed to ensure compliance with Quebec’s Act respecting the protection of personal information in the private sector (as amended by Law 25) and the Charter of the French Language.

1. LANGUAGE OF NOTICE (QUEBEC CHARTER OF THE FRENCH LANGUAGE / BILL 96)

In accordance with the Charter of the French Language (R.S.Q. c. C-11), this Candidate Privacy Notice is available in French. By proceeding with this English version, you acknowledge that you were provided access to the French version (Avis de confidentialité pour les candidats) and explicitly elected to receive communication in English.

(Version française disponible sur demande / French version available upon request).

2. DATA COLLECTION LIMITATIONS

In compliance with guidelines from the Commission d'accès à l'information (CAI), we only collect personal information that is strictly necessary to evaluate your suitability for employment at the current stage of your application.

Initial Selection: We limit collection to your contact details (name, email, phone number) and professional history (resume/CV, cover letter).

Conditional Offer Stage: Information requiring deeper verification, such as professional references, proof of work eligibility, and background screening, will only be requested after a conditional offer of employment has been extended.

3. CROSS-BORDER TRANSFERS (DATA STORAGE OUTSIDE QUEBEC)

Your personal data will be hosted on our centralized recruitment modules and IT infrastructure, which means it may be transferred, processed, and stored outside the Province of Quebec (including in other Canadian provinces, the United States, or the European Union). By submitting your application, you acknowledge that your data may be subject to the laws of these foreign jurisdictions. We conduct Privacy Impact Assessments (PIAs) to ensure your data receives protection equivalent to Quebec standards before any transfer occurs.



4. AUTOMATED PROCESSING TRANSPARENCY

Our recruitment process is driven by human review. However, if our recruiting module utilizes automated processing (such as automated keyword filtering or algorithmic assessment tools) to make a decision that results in the rejection of your application without human intervention, we will notify you. In such cases, you have the right to:

Be informed of the personal data used to make the decision.

Understand the reasons and primary factors that led to the outcome.

Submit comments and request a manual review of the decision by a member of our human resources team.

5. YOUR RIGHTS UNDER LAW 25

In addition to the rights outlined in our general Candidate Privacy Notice, Quebec residents possess the following statutory rights regarding their personal information:

Right to Data Portability: You have the right to request a copy of the computerized personal data you provided to us in a structured, commonly used technological format.

Right to Erasure and Cessation of Dissemination: You may request that we delete your candidate profile, stop distributing your information, or de-index your application before the standard retention period expires.

6. DESIGNATED PRIVACY OFFICER (LAW 25, §3.1)

Responsibility for overseeing compliance with Quebec's Act respecting the protection of personal information in the private sector (Law 25) is assigned to the designated Privacy Officer. To exercise your rights under Law 25 or submit privacy inquiries, contact:

Office of the Privacy Officer

Title: Data Protection Officer / Responsable de la protection des renseignements personnels

Company: Permasteelisa North America / Bleu Tech Montreal (BTM)

Email: pna-hr@permasteelisagroup.com

Requests will be acknowledged and processed within 30 days of receipt, as mandated by Law 25.