



Legal Notice

The information on this website is of a general nature and is not intended to replace personalized advice from professionals considering the specifics of a given case. For more detailed individual information, please contact the persons or units mentioned in the text or submit an online request.

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PRIVACY POLITIC

Tandem Recycling Inc. ("Tandem Recycling Inc.," "we," "us," or "our") is committed to protecting and maintaining the confidentiality of personal information you provide or that we collect when you visit our website or interact with us. This privacy policy (hereafter referred to as the "Policy") informs you about the personal information we collect, as well as how this information is used, disclosed, and safeguarded.

This Policy is designed to comply with applicable privacy laws.

1. Categories of Personal Information

In this Policy, "personal information" refers to any data relating to an identifiable individual, including but not limited to:

- Contact details: name, address, email, phone number.
- Financial information: income, salary, benefits, tax declarations, and Social Insurance Number.
- Recruitment information: résumés, education and professional history, qualifications, and affiliations.
- Billing and financial details: billing addresses, bank account details, payment data.
- Service-related information: details about services rendered.
- Special categories of data (if required): racial/ethnic origin, political opinions, religious/philosophical beliefs, union membership, health, sexual orientation, etc.
- Identification and verification data: copies of driver's licenses, passports, utility bills, or proof of funds.
- Marketing preferences and communication history.
- Browser cookies and usage data: IP address, session details, language preferences, date/time of visits, and pages viewed (see Cookie Policy).
- Any other personal information provided by you or concerning third parties.
- We do not knowingly collect data from individuals under 14. If you are a parent/guardian aware of such collection, please contact us immediately.

2. Collection of Personal Information

We collect personal information directly from you or indirectly from sources such as employers, financial institutions, recruiters, government agencies, or authorized representatives.

3. Use of Personal Information

Personal information is used for purposes including but not limited to:

- **Service Delivery:** Fulfilling obligations under agreements or providing professional services.
- **Operational Activities:** Recruitment, employee management, regulatory compliance, fraud prevention, and risk management.
- **Customer Experience:** Sending newsletters, marketing materials, or customized content.

4. Disclosure of Personal Information

Personal information may be disclosed to:

- Third-party service providers (e.g., IT support, marketing).
- Professional advisors (e.g., lawyers, auditors).
- Insurers or regulatory bodies.
- Legal authorities when required by law.

Information may also be transferred outside Canada and handled according to the laws of those jurisdictions.

5. Retention of Information

Data will be retained as long as necessary for the purposes collected, subject to legal and professional retention requirements.

6. Consent

By using our website or providing personal data, you consent to this Policy. You can withdraw consent at any time, although doing so may affect the services we provide.

7. Security Measures

We implement physical, organizational, and technological measures to protect personal information. However, no method of transmission or storage is entirely secure.

8. Third-Party Websites

We are not responsible for the content or privacy practices of third-party websites linked on our site.

9. Rights Regarding Personal Information

You have the right to access, correct, withdraw consent, and request the de-indexing of personal information in compliance with applicable laws.

10. Contact Us

For inquiries, concerns, or complaints regarding this Policy, contact:

Tandem Recycling Inc.

Attn: Privacy Officer

C.P. 83017 BP Mail Montenach

Beloeil (Québec) J3G 6L7

Email: info-tandem@tandemrecyc.com

11. Updates

We may update this Policy periodically. Please review it regularly.

Last update: June 13, 2024