



Bakker's Privacy Statement

This Privacy Statement was last updated on September 22, 2023

Scope

Bakker Tailored Staffing Ltd., and its affiliates and subsidiaries (herein "Bakker") are committed to protecting your Personal Information and processing it responsibly. This Privacy Statement ("Statement") describes our general practices relating to the collection, use and disclosure of data relating to our systems and individuals within our client, supplier, and business partner organizations with whom we have or contemplate a business relationship ("Personal Information").

This Statement does not apply to the data about our customers' employees or prospective employees which Bakker processes as a service provider on our customers' behalf. This Statement also does not apply to prospective employees of Bakker (please refer to [Bakker's Job Applicant Privacy Statement](#) for related details posted on our website).

This Statement applies to any websites that link to this Statement but does not apply to those websites that have their own unique Statement.

The Personal Information Bakker Collects

Directly from You

Bakker collects Personal Information directly from you when you interact with us online, in person or through other communication channels. For example:

- When you request information about our services, chat with Bakker online, or request an exploratory/discovery call, we collect your contact information such as name, telephone number, mailing address and email address;
- When you give us permission to post a customer testimonial, we collect your opinions;
- When you respond to a survey, we may collect your contact information and your opinions on our services;
- We may also collect other information you may choose to provide through our interactions;

From Other Sources

Bakker also obtains Personal Information from third parties. For example:

- Other companies provide us with the contact information and employment-related information of businesses or individuals that they think may be interested in our services;
- A colleague at your organization may share your contact information with us because they think you will be interested in our services;
- Bakker collects contact information from publicly available sources as permitted by applicable law.

How Personal Information is Used

Bakker uses Personal Information for Bakker's legitimate business purposes which include, among others, to:

- Develop and maintain business relationships;
- Personalize users' experience on our websites and while using our applications;
- Send marketing communications;
 - If you decide you do not want to receive marketing communications from Bakker, you can opt-out by clicking on the "unsubscribe" link provided at the bottom of every marketing email;
- Understand how you interact with our marketing communications in order to provide tailored communications;
- Send informational communications such as satisfaction surveys, training and services alerts;
- Communicate with customers concerning normal business administration such as projects, services and billing;
- Provide access to information systems and premises;
- Develop, improve, and maintain our services;
- Comply with data protection legislation, information security requirements and other legal requirements;
- Manage issues/concerns with and between customers, Bakker, individuals and/or third parties, including beyond termination of the Agreement;
- Manage Bakker's internal operations;
- Respond to inquiries and feedback from business contacts;
- Prevent fraud;



- Conduct internal audits or investigations;
- Manage network security, which includes disaster recovery and business continuity;
- Publish customer testimonials;
- Display targeted ads to groups of people who may be interested in our services.

Depending on the circumstances and applicable law, Bakker processes Personal Information on a number of lawful bases, including obtaining your consent, performance of a contract, compliance with a legal obligation, to protect yours or someone else's vital interests, to perform a task in the public interest or for other legitimate interest.

How Personal Information is Disclosed

Subsidiaries and Affiliates

We disclose Personal Information to subsidiaries and affiliates of Bakker.

Service Providers

We share and disclose Personal Information to companies or individuals that provide us with services. These services include, among other things, providing services to you on our behalf, creating or maintaining our databases, preparing, and distributing communications, managing events or responding to inquiries. Service providers can only process Personal Information as instructed by Bakker.

Partners

We disclose Personal Information to other companies that may provide future services to you.

Blogs, Online Postings and Testimonials

We allow users to share comments, postings, testimonials, or other information. If you choose to submit such information to us, the information you submit will be available generally to the public. Information you provide in these areas may be read, collected and used by others who access them.

Business Transaction

In the event that Bakker sells or divests assets or any portion thereof, Bakker may disclose Personal Information to the company involved in the business transaction in support of the sale or divestiture, and where applicable, in support of integration activities. It is Bakker's practice to require appropriate protection for Personal Information in these types of transactions.

Law Enforcement

We may report to law enforcement agencies any activities that we reasonably believe to be unlawful, or that we reasonably believe will aid a law enforcement investigation into unlawful activity. In addition, we reserve the right to release your Personal Information to law enforcement agencies if we determine, in our sole judgment, that either you have violated our policies, or the release of your Personal Information will protect the rights, property, or safety of Bakker, or another person.

Legal Process

We may disclose your Personal Information to others as required by, or permitted by, law. This includes disclosing your Personal Information to governmental entities, or third parties in response to subpoenas, court orders, other legal process, or as we believe is necessary to exercise our legal rights, to defend against legal claims that have been brought against us, or to defend against possible legal claims that we determine in our sole discretion might be brought against us.

Third Party Websites

Our website, emails, or our application may link to third parties' websites. It is also possible that third parties' websites or emails may link to our website. We are not responsible for the content, or the privacy practices employed by third parties and Personal Information collected by third parties is not governed by Bakker's Privacy Statement. We encourage you to read the Privacy Statements of these websites before transmitting any Personal Information to third parties.



Sale / Share of Personal Information

In accordance with the disclosure requirements under the *Personal Information Protection and Electronic Documents Act* ([PIPEDA](#)), Bakker does not “sell” or “share” your Personal Information.

How Personal Information is Protected

Bakker has implemented policies and procedures to protect Personal Information. Bakker uses recognized industry standard security safeguards appropriate to the sensitivity of the Personal Information. Bakker reviews its security policies and procedures on a regular basis and updates them as needed to maintain their relevance. Bakker makes reasonable security arrangements to protect Personal Information from and against risks, such as loss or theft, as well as unauthorized access, collection, use, disclosure, copying, modification, disposal, and destruction. The methods of protection include physical measures, organizational measures, and technological measures. Bakker requires all third parties to whom it transfers Personal Information to maintain adequate safeguards in compliance with applicable laws and standards to protect Personal Information. In the event that Bakker is required by law to inform you of a breach of your Personal Information, we will notify you electronically, in writing or by telephone, if permitted by law.

Retention of Personal Information

Bakker will retain your Personal Information for as long as necessary to fulfill the purpose for which it was collected or as required to comply with legal obligations. If there is any data that we are unable, for technical reasons, to delete entirely from our systems, we will put in place appropriate measures to prevent any further use of such data.

Do Not Track Disclosure

Do Not Track (DNT) is a preference that users can set for their browsers to opt out of the online tracking activities by some websites. Bakker responds to DNT and GPC signals where required to do so by applicable law.



How to Exercise Your Rights

Bakker makes reasonable efforts to keep Personal Information as accurate, complete and up to date as is necessary to fulfill the purposes for which the information is to be used. You can advise in writing to update or correct your Personal Information.

Depending on the jurisdiction in which you are, you may have additional rights such as the right to request deletion of your Personal Information, the right to restrict or object to processing your Personal Information by Bakker or the right to transfer your Personal Information to another organization.

Individuals can submit requests for any of these rights by email to privacy@bakkerstaffing.com / privacy@amplifymission.ca / privacy@bakkerservices.com or by using the toll-free number (1-866-320-0789 ext.111).

Note that, as required by law, we will require you to prove your identity. We may verify your identity by phone call or email. Depending on your request, we will ask for information such as your name and contact information.

If you choose to exercise any of these rights, we will not discriminate against you or deny services to you or provide different quality of services.

Individuals can raise concerns or file complaints. Bakker will investigate all complaints and take appropriate action to remedy any issues.

How to Contact Bakker

For privacy-related questions, comments or concerns, contact Bakker at:

Chief Privacy Officer
Bakker Tailored Staffing Ltd.
400 Centre St S,
Whitby, ON L1N 4W2

Email: privacy@bakkerstaffing.com / privacy@amplifymission.ca / privacy@bakkerservices.com



Changes to this Privacy Statement

Bakker will update this Statement periodically to reflect changes to our privacy practices. We will provide notice online when we make any material changes to this Statement.