

HEALTHTECH CONSULTANTS' PRIVACY POLICY

Healthtech Consultants ("Healthtech," "we") recognizes the importance of protecting personal information and an individual's right to privacy. This policy outlines the framework of Healthtech's policies and procedures regarding its collection, use, retention and disclosure of personal information in respect of its candidates, clients and others.

Our privacy policies and procedures only apply to personal information about identifiable individuals. They do not apply to business information. In the context of this policy, the term "clients" includes all current, former and prospective clients.

Why Do We Collect Personal Information?

Generally, we collect personal information in order to provide services to our clients, to establish and manage client relationships, to communicate with prospective candidates, and to comply with regulatory requirements.

What Personal Information Do We Collect?

Personal information that we collect may include:

- contact information
- information regarding potential candidates
- information about others collected in the course of conducting our business and providing services for client, such as contact information about client's employees, vendors, etc.
- information regarding visitors to our offices
- information that you have consented to us collecting, or information that we are otherwise permitted by law to collect

How Do We Collect Your Personal Information?

We collect your personal information only by lawful and fair means and only with your consent or as required or permitted by law. For example, potential candidates can submit their contact information and resumes via "Apply Now" button. Further, individuals can contact Healthtech via the "Contact Form" on the website.

How Do We Use Your Information?

We may use your personal information for the following purposes:

- to provide you with information about our services and to communicate with you generally
- to answer any questions you might have about Healthtech
- to assess candidate's eligibility for a role
- to contact clients or potential clients
- to manage our business
- for security and emergency purposes (for visitors to our offices)

Disclosure of Your Personal Information

Subject to applicable laws and legislation, Healthtech will only disclose your personal information for purposes related to its providing services or evaluating your candidacy, or with your express consent, or if required or authorized by law. For example, we may disclose your information when necessary to comply with court orders, regulatory rules (e.g., the rules of applicable provincial law societies)

In addition, we may disclose your personal information to third parties if we merge or reorganize. We may disclose your personal information before and after a transaction. And if the transaction is completed, we will require the third party to provide a comparable level of protection for your personal information. If the transaction is not completed, we will require the third party to destroy securely, or to return to us, any records containing your personal information.

Consent

We may obtain your consent to our collection, use and disclosure of your personal information either expressly, for stated purposes, or impliedly when the purposes are indicated by the relevant circumstances or follow logically from other stated purposes. By providing us with personal information, you consent to the collection, use and disclosure of information relating to providing our services, managing our relationship with you, administering our business and as permitted or required by law, in accordance with this Privacy Policy.

We will seek your consent as required by law before using personal information for any purpose beyond the scope of your original consent. You may withdraw your consent at any time, subject to legal and contractual restrictions and reasonable notice. Please note, however, that withdrawing consent may affect our ability to serve you and maintain our relationship.

Updating Information

We believe you should have the ability to access and edit personal information that you have provided to us. You may correct your personal information by writing to us:

Healthtech Consultants
Attn: Privacy Officer
144 Front Street West, Suite 300
Toronto, ON, Canada
M5J 2L7

Please include your name, address, and/or email address when you contact us.

Security of Your Personal Information

We have policies and procedures in place to protect your personal information from loss, unauthorized access, modification or disclosure. In addition, we have implemented reasonable technological safeguards including security software, passwords and firewalls to prevent unauthorized computer access.

Please note that no method of transmitting or storing information is completely secure. As a result, while we strive to protect your Personally Identifiable Information, you acknowledge that: (a) there are security and privacy limitations of the Internet which are beyond our control; (b) the security, integrity and privacy of any and all information and data exchanged between you and us through this website cannot be guaranteed; and (c) any such information and data may be viewed or tampered with in transit by a third party.

Storage of Your Personal Information

Your personal information is stored at secure locations and on cloud servers in Canada controlled by Healthtech. It may also be stored on servers of our affiliates and service providers.

Information Transferred to Service Providers

When we transfer your personal information to a third party to provide administrative and other services, we use appropriate measures to ensure that the third party will only use your personal information to perform the services we have specified. The global nature of our business sometimes requires us to use administrative service providers who may be located in the United States or elsewhere outside of Canada. Accordingly, your personal information may be transferred outside of Canada and if so, will be subject to the legal requirements of the applicable foreign jurisdictions, including local requirements to disclose information to courts, law enforcement and national security authorities.

Access to Your Personal Information

You may ask for access to any information that we hold about you. You also may ask how we collected the information, how we are using it, and to whom we have disclosed it. Your request for access must be in writing, and should be sent to our Privacy Officer. We will acknowledge your request in writing. We may request that you provide us with information to allow us to confirm your identity before providing you with the information that you have requested. Access will generally be provided free of charge; however, if you request that information be copied or transmitted, we may charge a reasonable fee. We will notify you of the amount of the charge in advance, and provide you with an opportunity to withdraw your request. We will provide you with access to your information within 30 days of our receipt of your request, or provide written notice that additional time is required to comply with your request.

In certain circumstances we may be unable to provide access to some or all of the information that we hold about you. If we are unable or not permitted by law to provide you with access, we will provide you with an explanation and indicate further steps which are available to you.

Changes to this Privacy Policy

We regularly review our privacy policies and procedures. Therefore, we may amend this Privacy Policy from time to time. The most current version of our Privacy Policy will be posted on our website at <https://www.healthtech.ca>. Regardless of any changes we make to our Privacy Policy, we will only use your personal information in accordance with the version of the Privacy Policy in place at the time you provided your information, or as otherwise required or permitted by law, unless you have given your express consent for us to do otherwise.

Questions or Concerns

If you have any questions or concerns or wish to obtain further information about our personal information policies and procedures, or if you wish to access your personal information or change any consent regarding our use or disclosure of your personal information, please contact our Privacy Officer at the address set out below. We will treat all privacy concerns seriously. We will investigate any concern and seek to resolve it within a reasonable time.

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This Privacy Policy was updated on: May 24, 2019