

PERSONAL INFORMATION PROTECTION POLICY

Respecting your privacy is of utmost importance to Tilton Inc ("Tilton" or "we"). We are committed to protecting your personal information collected when you use the website www.tiltongroup.com (the "website").

This Personal Information Protection Policy (the "Policy") aims to explain how your personal information is collected and processed. Personal information includes any information that can identify you. This includes your first and last name, age, postal address, email address, location, or IP address. It also aims to inform you of your rights regarding this information and the entity responsible for processing the collected personal information.

BY ACCESSING THE WEBSITE OR OTHERWISE PROVIDING US WITH PERSONAL INFORMATION, YOU CONSENT TO THE COLLECTION, USE, DISCLOSURE, AND STORAGE OF YOUR PERSONAL INFORMATION IN ACCORDANCE WITH THE TERMS DESCRIBED IN THIS POLICY.

1. COLLECTION OF PERSONAL INFORMATION

We collect the following personal information:

- Name
- First name
- Mailing address
- Postal code
- Email address
- Phone number
- Resume
- Company name
- Business sector

The personal information we collect is gathered through the collection methods described below in the "Forms and Collection Methods" sections and beyond.

2. FORMS AND COLLECTION METHODS

Your personal information is collected through the following methods:

- Newsletter subscription form
- Sample order form
- Job application form
- Contact form

We use the collected information for the following purposes:

- To gather data on your use of our website.
- To send you samples
- To provide you with relevant information about our activities
- To get in touch with you
- To optimize our website management
- For recruitment purposes
- To enable you to communicate with us

We only use personal information for the purposes for which it was collected.

3. LOG FILES AND COOKIES

We collect certain information through log files and cookies. These files allow us to process statistics and traffic information, facilitate navigation, and improve the service for your convenience.

a. Description of cookies used by the site

These mainly include the following information:

- IP address
- Browser
- Operating system
- Visited pages and queries
- Date and duration of connection

The use of such files allows us to achieve the following objectives:

- Service improvement and personalized welcome
- Marketing and audience retargeting
- Statistical studies

- Location to establish a route

While browsing the site, third-party cookies may be stored. These mainly include the following third parties:

- Various Google Ads cookies (Marketing)
- Various Google Analytics cookies (Analytics)
- Various Google Maps cookies (Functional)
- Various YouTube cookies (Functional and Marketing)

Additionally, the site integrates social media buttons allowing you to share your activity on the site. Cookies from these social networks may therefore be stored on your computer when you use these features.

These sites have their own privacy policies and terms of use, which may differ from ours. We invite you to consult the policies and terms of use of these sites.

b. Opting out of site cookies

You can opt out of the storage of these cookies by configuring your browsing software.

If you decide to disable cookies, you can continue browsing the site. However, any dysfunction of the site caused by this manipulation cannot be considered our responsibility.

4. SHARING OF PERSONAL INFORMATION

The personal information collected by the site is not transmitted to any third parties and is only processed by us.

5. DURATION OF PERSONAL INFORMATION STORAGE

Tilton will keep all personal information collected in its computer systems in Canada and under the best security conditions for a reasonable period or if we have a legal obligation to do so. Once the retention period has expired, personal information will be securely destroyed.

6. PERSONAL INFORMATION PROCESSING MANAGER

a. Personal Information Processing Manager

The personal information processing manager can be contacted by phone at (418) 878-6100, by email at rp@tiltongroup.com, or by mail at 175 rue Des Grands Lacs, Saint-Augustin-de-Desmaures, Qc, G3A 2K8.

The personal information processing manager is responsible for determining the purposes and means of personal information processing.

b. Personal Information Processing Manager Obligations

The personal information processing manager undertakes to protect the collected personal information, not to transmit it to third parties without informing you, and to respect the purposes for which this information was collected.

Furthermore, the personal information processing manager undertakes to inform you in case of rectification or deletion of personal information unless this involves disproportionate formalities, costs, or procedures for him.

In case the integrity, confidentiality, or security of your personal information is compromised, the processing manager undertakes to inform you by any means.

7. YOUR RIGHTS

You have the right to object to the processing of your personal information. You also have the right to request that your personal information no longer be included, for example, in a mailing list. You can access, update, modify, or request the deletion of information about you.

To make a request regarding your above rights, you must follow the following procedure:

The user must send a request to the personal information processing manager, specifying the purpose of the request and using one of the communication means described in point 6.a above.

8. SECURITY

The personal information we collect is stored in a secure environment. Those working for us are required to respect the confidentiality of your information.

Tilton makes every effort to protect your personal information against loss or theft as well as unauthorized access and disclosure, both internally and externally to our organization. However, it should be noted that no security protocol is perfect, and we therefore inform you that there is always a certain risk of security breach. We decline any responsibility regarding the disclosure of such information about you unless due to negligence on our part.

We are committed to maintaining a high level of confidentiality by integrating the latest technological innovations to ensure the confidentiality of your personal information.

9. CHILDREN

Our website is not designed or intended for children under 14 years of age. Therefore, please do not provide us with personal information about children under 14 years of age without first obtaining parental or guardian consent.

10. POLICY MODIFICATION CONDITIONS

This Personal Information Protection Policy can be consulted at any time on our website: www.tiltongroup.com.

We reserve the right to modify it to ensure compliance with current legislation. Therefore, we invite you to regularly check this policy to stay informed of the latest changes.

11. ACCEPTANCE OF THE POLICY

By browsing the site, you acknowledge that you have read and understood this Personal Information Protection Policy and accept its conditions, particularly regarding the collection and processing of your personal information, as well as the use of cookies.

12. LEGISLATION

We undertake to comply with the legislative provisions set out in:

- Private Sector Personal Information Protection Act, RLRQ c P-39.1; and/or
- Personal Information Protection and Electronic Documents Act, SC 2000, c 5.

Last revision of our Personal Information Protection Policy: February 1, 2024