

Applying for a Role at HSE International

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Application Form Waiver

In exchange for the consideration of my job application to HSE International Group Limited and its subsidiaries and affiliates ("HSE International", "us" or "we"), I agree that:

Neither the acceptance of this application nor the subsequent entry into any type of employment relationship, either in the position applied for or any other position, and regardless of the contents of employee handbooks, personnel manuals, benefit plans, policy statements, and the like as they may exist from time to time, or other HSE International practices, shall serve to create an actual or implied contract of employment, or to confer any right to remain an employee of HSE International, or otherwise to change in any respect the employment-at-will relationship between it and the applicant, and that relationship cannot be altered except by a written instrument signed by the acting CEO of HSE International. Both the applicant and HSE International may end the employment relationship at any time, without specified notice or reason subject to applicable employment law. If employed, I understand that HSE International may unilaterally change or revise their benefits, policies and procedures and such changes may include reduction in benefits.

I authorize investigation of all statements contained in this application. I understand that the misrepresentation or omission of facts called for is cause for dismissal at any time without any previous notice. I hereby give the HSE International permission to contact schools, previous employers (unless otherwise indicated), references, and others, and hereby release HSE International from any liability as a result of such contract.

I also understand that (1) HSE International has a drug and alcohol policy that provides for pre-employment testing as well as testing after employment; (2) consent to and compliance with such policy is a condition of my employment; and (3) continued employment is based on the successful passing of testing under such policy. I further understand that continued employment may be based on the successful passing of job-related physical examinations.

I understand that, in connection with the routine processing of my employment application, HSE International will request from a consumer reporting agency an investigative consumer report including information as to my credit records, character, general reputation, personal characteristics, and mode of living. A complete criminal background check will also be conducted. Upon written request from me, HSE International, will provide me with additional information concerning the nature and scope of any such report requested by it, as required by the Credit and Personal Reports Regulation (Alberta) and the Fair Credit Reporting Act (US).

I further understand that my employment with HSE International shall be probationary for a period of 3 months, and further that at any time during the probationary period or thereafter, my employment with HSE International is terminable at will for any reason by either party subject to applicable employment legislation.

Recruitment Privacy Notice

HSE International Group Limited and its subsidiaries and affiliates ("HSE International", "us" or "we"), understand that your privacy is important to you. HSE International subsidiaries and affiliates may process your personal data in our capacity as data controllers. We are committed to respecting your privacy and protecting your personal data, which is any information that is capable of identifying you as an individual person. This Recruitment Privacy Notice ("Privacy Notice") describes how we handle and protect your personal data in connection with HSE International's recruiting processes and programs.

This Privacy Notice only applies to the personal data of job applicants, potential candidates for employment or partnership, and our optional recruiting programs and events. HSE International may also collect and process your personal data should we engage in due diligence related to a potential corporate acquisition of your current employer (e.g., if you are part of the senior leadership team of a target company). This Privacy Notice does not apply to our employees, contractors or clients, or other personal data that HSE International collects for other purposes.

As used in this Privacy Notice, "personal data" means information that identifies job applicants and potential candidates for employment with us, either submitted as part of the online application and/or through alternative channels (e.g., via professional recruiting firms). We will process your personal data in accordance with this Privacy Notice, unless such processing conflicts with the requirements of applicable law, in which case, applicable law will prevail.



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By submitting your personal data to us, you acknowledge that:

- You have read and understood this Privacy Notice and agree to the use of your personal data as set out herein.
- Your personal data may be transferred and processed worldwide, including countries that may not be deemed to provide the same level of data protection as your home country, for the purposes and in the manner specified in this Privacy Notice.
- You are not required to provide any requested information to us but failing to do so may result in not being able to continue your candidacy for the job for which you have applied.
- All of your representations are true and correct to the best of your knowledge and belief, and you have not knowingly omitted any related information of an adverse nature. Providing any inaccurate information may make you ineligible for employment.
- This Privacy Notice does not form part of any contract of employment offered to candidates hired by HSE International.

Personal data we collect

The types of personal data that we request from you and the ways that we process it are determined by the requirements of the country in which the position is located, and not the country in which you reside. Should you apply to more than one location or should the role to which you apply be available in more than one country, the types of personal data we request from you and the ways that we process it are determined by the requirements of all the countries in which the position is located.

We usually collect personal data directly from you when you apply for a role with us, such as your name, address, contact information, photographs and videos, work and educational history, achievements, and test results. We collect similar personal data about you from third parties, such as professional recruiting firms, your references, prior employers, HSE International employees with whom you have interviewed, and employment background check providers, to the extent this is permitted by applicable law. We may also collect personal data about you online to the extent that you have made this information publicly available. For example, we may find your profile on professional social media websites (such as LinkedIn) and contact you about suitable roles.

Sensitive personal data is a subset of personal data and includes ethnicity, health, trade union membership, philosophical beliefs, sexual orientation, as well as other categories as prescribed by law. We do not seek to obtain and will not collect such data about a candidate unless permitted to do so by applicable laws (e.g., US equal opportunity monitoring).

Use of your personal data

We collect and use your personal data for legitimate human resources and business management reasons including:

- identifying and evaluating candidates for potential employment, as well as for future roles that may become available;
- recordkeeping in relation to recruiting and hiring;
- ensuring compliance with legal requirements, including diversity and inclusion requirements and practices;
- conducting criminal history checks as permitted by applicable law;
- protecting our legal rights to the extent authorized or permitted by law; or
- emergency situations where the health or safety of one or more individuals may be endangered.

We may also analyze your personal data or aggregated/pseudonymized data to improve our recruitment and hiring process and augment our ability to attract successful candidates.

The legal basis by which we process your personal data

Our processing of your personal data for the purposes mentioned above is based:

- in part, on our legitimate interest in evaluating your application to manage our relationship with you and to ensure that we recruit the appropriate employees, and to evaluate and maintain the efficacy of our recruiting process more generally;



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- in part, on our need to perform contractual and precontractual measures in respect of our relationship with you;
- in part, to comply with the law, when certain information is necessary to satisfy our legal or regulatory obligations;
- In part, on your consent, when we ask you if you wish to be part of our optional recruiting programs.

Data recipients and international data transfers

Your personal data may be accessed by recruiters and interviewers working in the country where the position for which you are applying is based, as well as by recruiters and interviewers working in different countries within the HSE International global organization. Individuals performing administrative functions and IT personnel within HSE International may also have a limited access to your personal data to perform their jobs. In some countries, you may have fewer rights under local law than you do in your country of residence, but we have put in place legal mechanisms designed to ensure adequate data protection of your personal data that is processed by HSE International subsidiaries and affiliates within the HSE International global organization, including the transfer of your personal data to countries other than the one in which you reside.

We use third party service providers to provide a recruiting software system. We also share your personal data with other third-party service providers that may assist us in recruiting talent, administering and evaluating pre-employment screening and testing, and improving our recruiting practices.

We maintain processes designed to ensure that any processing of personal data by third party service providers is consistent with this Privacy Notice and protects the confidentiality, availability, and integrity of your personal data. Where required by law, we put in place legal mechanisms designed to ensure adequate data protection of your personal data in a third country. If you would like more information about these legal mechanisms, which may include relevant standard contractual clauses, please contact us via the information provided at hseigroup.com/contact.

In addition, we may disclose or transfer your personal data in the event of a re-organization, merger, sale, joint venture, assignment, or other transfer or disposition of all or any portion of our business.

Automated sorting of applicants

In certain jurisdictions, we may use data analytics and algorithms to help us to review the large quantities of candidate and application data that we receive. These algorithms help us prioritize the application review process and sort candidates on the basis of characteristics which suggest strengths and capabilities necessary to perform the relevant role. The algorithms are designed to analyze the candidate's application data and compare it to our historical data on previously successful and unsuccessful candidates.

The automated results are always considered in tandem with, and not in lieu of, human judgement and evaluation of individual candidates.

Data retention

If you accept an offer of employment by us, any relevant personal data collected during your pre-employment period will become part of your personnel records and will be retained in accordance with specific country requirements. If we do not employ you, we may nevertheless continue to retain and use your personal data for a period of time (which may vary depending on the country) for system administration purposes, to consider you for potential future roles, and to perform research. Thereafter, we retain a minimal amount of your personal data to record your recruiting activity with us to enable us to understand whether you have previously applied for a role (or roles) at HSE International.

We may want to remain in contact with you and consider you for future employment opportunities. In such an event, we will seek your consent to join one of our recruiting programs that provides you ways to further learn about HSE International, either prior to or after you formally apply for a job opportunity. These recruiting programs are entirely optional.

If you join a recruiting program, we retain your personal data for a period of time specific to that program, but if you wish to withdraw at any time, please contact us at careers@hseigroup.com.



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Security

We have implemented generally accepted standards of technical and operational security to protect personal data from loss, misuse, alteration, or destruction. Only authorized personnel of HSE International and of our third-party service providers are provided access to personal data, and these employees and third-party service providers are required to treat this information as confidential. Despite these precautions, we cannot guarantee that unauthorized persons will not obtain access to your personal data.

Your rights

We take reasonable steps that are designed to keep your personal data accurate, complete, and up to date for the purposes for which it is collected and used. We also have implemented measures that are designed to ensure that our processing of your personal data complies with this Privacy Notice and applicable law.

In accordance with applicable law, you may have:

- a right to request a copy of the personal data we hold about you and details of how we use that information;
- a right to amend or rectify your personal data if any of the information held about you is incorrect or out of date;
- a right of portability of your personal data;
- a right to erase your personal data, to demand that we cease the processing of your personal data, to restrict the processing of your personal data, and/or to withdraw your consent to the processing of your personal data. This may not apply if there are other legal justifications to continue processing and we may need to retain certain personal data where required or permitted under applicable law, and;
- a right to provide us with instructions as to the processing of your personal data in case of death.

In addition, and where granted by applicable law, you may have the right to lodge a complaint with a competent data protection authority.

If you would like to make a request to access, review, correct, delete or port the personal data we have collected about you, or to discuss how we process your personal data, please contact us at support@hseigroup.com.

To help protect your privacy and security, we will take reasonable steps to verify your identity before granting you access to your personal data. We will make reasonable attempts to promptly investigate, comply with, or otherwise respond to your requests as may be required by applicable law. Depending upon the circumstances and the request, we may not be permitted to provide access to personal data or otherwise fully comply with your request; for example, where producing your information may reveal the identity of someone else. We reserve the right to charge an appropriate fee for complying with your request where allowed by applicable law, and/or to deny your requests where, in the Firm's discretion, they may be unfounded, excessive, or otherwise unacceptable under applicable law.

Social Media Tools

Our application process may allow you to pull relevant information from social media websites (such as LinkedIn, Google Drive and Dropbox) into your application form when applying from said platforms. If you choose to feed any personal data from such social media tools, it will be used in accordance with this Privacy Notice.

Cookies and other tracking technologies

We may use first party and third-party cookies, web beacons, pixels, clear gifs, and other similar technologies (collectively "Cookies and Other Tracking Technologies") to identify you and your interests, to remember your preferences, and to track your use of our websites. We also use Cookies and Other Tracking Technologies to control access to certain content on our websites, to protect the websites, and to process any requests that you make of us. Some of our online recruiting activities are hosted by third parties. When you access sites operated by these third parties, they may, consistent with our Cookie Policy, place Cookies or Other Tracking Technologies on your device. You can learn more about our use of Cookies and other tracking technologies by reading our Privacy Policy and Cookie Policy.



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For candidates from other countries

This Privacy Notice can be obtained in:

- Arabic
- Burmese
- Chinese (Simplified)
- Chinese (Traditional)
- Croatian
- Czech
- Dutch
- English
- French (Canada)
- French (France)
- German
- Hungarian
- Indonesian
- Italian
- Japanese
- Korean
- Malay
- Polish
- Portuguese (Brazil)
- Romanian
- Russian
- Serbian
- Spanish (Spain)
- Spanish (Latin America)
- Thai
- Ukrainian
- Vietnamese

Contact

If you have any questions about this Privacy Notice or if you would like to communicate with our HSE International Data Protection Officer or the Data Privacy Team, please contact us at:

HSE International
PO Box 24078, Windermere PO
Edmonton, AB, T6W2W2
866-337-4734
privacy@hseigroup.com

HSE International reserves the right to modify this Privacy Notice. We will post any changes to our Privacy Notice the applicable page on our website. Please check this page regularly to keep up to date.