

Confidentiality notice and consent of candidates

In effect:

September 2025

Update:

N/A

Within the St-Hubert Group Ltd. (including Les Rôtisseries St-Hubert Ltée, the St-Hubert Foundation, Best Brands Ltd. and Maître Saladier inc., collectively referred to as " **St-Hubert** ", " **we** " or " **our** "), we are resolutely committed to ensuring the confidentiality and security of the personal information of each of our employees, including any individuals applying for a position offered at St-Hubert.

As part of our recruitment process, St-Hubert collects, uses and retains certain personal information about you. This notice is intended to inform you of the purposes for which this information is collected, the means by which it will be processed, and your rights in relation to it.

Type of Information Collected	Purposes of Collection	Access and Communication
- Your personal contact information (name, address, email, phone). <i>Resume</i>, cover letter references. - Proof of education. - How you heard about us. - References from previous employers and criminal background check, for selected positions. - Notes on the interview and your performance.	- Communicating with you during the recruitment process. - Analyze your profile in relation to the position advertised and make decisions about your application. - Conduct pre-employment interviews or tests. - Verify the accuracy of the information provided (references).	- Members of staff who are authorized to read it in the course of their recruitment-related duties. - Depending on the position, the information may be shared with either our franchisees or our parent company.

1. Retention

We will retain your personal information in accordance with our legal obligations and only for as long as necessary to fulfill the purposes set out above, unless the law requires a longer retention period.

If you are hired, your information will generally be retained in your file for the duration of your employment and then for an additional seven (7) years, unless longer retention is required.

If you are an unsuccessful candidate, your information will be retained for a period of one (1) year following the hiring decision, unless otherwise required. With your consent, we may also retain your personal information in order to contact you in connection with future job opportunities that may be of interest to you.

2. Your rights

You have several rights in relation to your Personal Information, including:

Right of access and rectification	Right to withdraw your consent
You may request access to and obtain a copy of the personal information we hold about you. If any personal information about you is inaccurate, incomplete or ambiguous, or if its collection, disclosure or retention is not permitted by law, you may request that it be corrected.	You may withdraw your consent to our use or disclosure of your personal information. In most cases, withdrawing your consent means that we will no longer be able to process your application. We will inform you of the consequences of withdrawing consent in writing following your request.

We may ask you to provide proof of identity before responding to your request. This identifying information will only be used for this purpose.

3. Consent and contact

By submitting your application to St-Hubert, you consent to the collection, use and retention of your personal information in the manner described above.

If you have any questions or to exercise your rights, you can contact our Privacy Officer at the following address:
renseignementspersonnels@st-hubert.com

Thank you for considering St-Hubert as part of your career path
and your interest in joining our team.