

PRIVACY STATEMENT

Thank you for your interest in employment with Ivanhoé Cambridge) and/or its subsidiaries. Please read this Privacy Statement carefully before completing the “Candidate Sign Off” section in your application form.

Ivanhoé Cambridge and its subsidiaries respect the privacy of our associates and applicants for employment. We take reasonable steps to safeguard and protect any private and personally identifiable information you submit through this website in connection with your application for employment with Ivanhoé Cambridge or its subsidiaries. The information that you submit will be collected and reviewed by employees, consultants and vendors of Ivanhoé Cambridge and/or its subsidiaries in order to evaluate your qualifications and experience for job opportunities and access to such information will be limited to those with a legitimate business reason for having such access.

Personal data you submit is not shared with third parties for reasons unrelated to your application for employment, unless disclosure of such information is reasonably necessary to comply with any applicable law, legal process, or governmental inquiry. Third party vendors, service providers and suppliers receiving personal information are expected to apply the same level of privacy protection as contained in this Privacy Statement. However, unless otherwise dictated by law or agreement, Ivanhoé Cambridge and/or its subsidiaries are not responsible for any improper use by such parties.

Personal information given to Ivanhoé Cambridge and/or its subsidiaries may be transferred within and among Ivanhoé Cambridge and its subsidiaries as well as third party vendors, service providers, and suppliers who have a need to access the information in order to provide services on behalf of Ivanhoé Cambridge and/or its subsidiaries or to comply with applicable law. Such transfers may occur across state and country borders for efficient data consolidation, storage and simplified information management in accordance with applicable law. We require recipients to adequately protect the information according to relevant laws.

We are committed to handling personal data responsibly and in compliance with applicable privacy laws. We have implemented policies on data privacy, and Ivanhoé Cambridge and/or its subsidiaries have entered data processing and data controller agreements to address applicable international data privacy requirements.

The information you submit in connection with this website will be stored for a set period of time. You may review, modify, or update your information by visiting our Careers web site and logging into your candidate account.

The personal information required to administer the employment relationship varies with each individual employee. The length of the employment relationship, career choices, individual performance and the employee’s health and fitness – with or without reasonable accommodation - are among the factors that will influence the nature and extent of the personal information that may become relevant. Personal information may be required for the following purposes:

- to determine suitability for employment or promotion;
- to review and evaluate performance;
- to monitor attendance;
- to determine eligibility for salary increases, bonuses and other incentive-based compensation;
- to administer payroll services;
- to administer health, dental, pension and other benefit programs;

- to investigate suspected performance issues, including misconduct or non-performance of duties;
- to determine physical and/or mental fitness for work;
- to ensure compliance with internal policies and procedures;
- to monitor use of company resources and administer information technology services; and
- to comply with statutory requirements (e.g. Income Tax Act, workers' compensation and labor and employment standards) and the agencies and governmental bodies administering those statutes.

In the event that you would like to obtain further information about our policies and practices with respect to the transfer of your personal to service providers outside of Canada or would otherwise like to obtain more information about the collection, use, disclosure or storage of personal information by service providers outside Canada for or on behalf of Ivanhoé Cambridge, please direct your query to: Legal Affairs – Privacy Officer, Ivanhoé Cambridge, Centre CDP Capital, 1001, square Victoria, bureau C-500, Montréal (Québec) H2Z 2B5 Canada.

If you have read and understood this Privacy Statement and agree with the above, please complete the “Candidate Sign Off” section.