

Privacy Policy

ASGAARD is committed to protecting the privacy and security of your personal information. With your consent, ASGAARD collects and stores some of your personal information. We use this information for specific and legitimate purposes and for a specific period. We have put measures in place to protect your personal information.

You have the right to consult and correct the personal information we hold and to withdraw your consent to its use at any time.

Visits to our websites

The ASGAARD website uses Google Analytics services for analysis purposes to improve its content, campaigns, and the navigability of its website.

When you visit our site, Google Analytics collects certain specific information such as your IP address and certain information that we can only access in an anonymized form and in conjunction with data from other users, such as your browser or device.

We invite you to consult [Google's privacy policy](#) for more details.

Contact via our websites

If you write to us at the general address of the site or by means of a form on the site, we collect your e-mail address and the information you choose to include in your message. We use it to evaluate the purpose of your request, direct it to the right person and communicate with you. We keep your message for as long as it takes to process it properly and offer you complementary services, up to a maximum of 2 years.

Use of cookies

Cookies are files stored on your device by a website, enabling your browser to interact with the site. ASGAARD uses a "cookies" system to collect your consent to share and allow us to use certain cookies to enhance your experience on our sites.

Necessary cookies: necessary cookies ensure the website's basic functions. Without them, our site cannot function as intended.

These cookies do not store any personally identifiable data. If you do not consent to us collecting the necessary cookies, please do not browse the ASGAARD website. For all other cookies, you may or may not consent to their use.

You can also change your options at any time by clicking on the "Cookies settings" link in the footer of the site.

Functional cookies: functional cookies enable certain functions to be carried out, such as sharing website content on social media platforms, collecting comments and other third-party functionalities.

Analytical cookies: analytical cookies are used to understand how visitors interact with the website. These cookies help provide information on the number of visitors, bounce rate, traffic source, etc.

Performance cookies: performance cookies are used to understand and analyze the website's key performance indicators, enabling us to provide visitors with a better user experience.

Advertising cookies: advertising cookies are used to provide visitors with personalized advertisements based on previously visited pages and to analyze the effectiveness of the advertising campaign.

Our cookies manager stores authorized cookies for the length of time you set according to your preferences.

Customers

Contact and billing data

We collect the information necessary for the sound financial management of our organization, such as the name and contact details of your internal contacts and your payment information. We keep this information for the duration of our collaboration and for a reasonable period thereafter, to ensure optimal, personalized treatment should you choose to use our services in the future.

We store payment information for up to 7 years, in compliance with applicable legal and tax provisions.

Applications

If you apply to ASGAARD, we use the personal information contained in your CV and application documents (name, e-mail address, telephone number, educational and professional background, etc.) to identify you, analyze whether your profile corresponds to

the profile sought, and exchange invitations, information and documents related to the recruitment process.

Only persons employed by ASGAARD, and directly involved in your career as a candidate, have access to the personal information contained in your resume.

We will retain your personal information for a period of two years after you provide it to us. We will use this information to contact you if a position similar to the one you applied for becomes available during this period.

Social media subscriptions

We have access to who subscribes to ASGAARD (names, profiles, etc.), and we can see how users interact with our publications (comments, shares, views, etc.).

If you visit our website from one of our publications on social networks, we use certain tracers to assess the impact of our publications and measure the effectiveness of our campaigns.

See 'Visits to our websites' above.

To learn more about the privacy policies of our social media, we invite you to consult the privacy policies of each of these social media.

How we protect your personal information

Your personal information is stored in Canada, or in the United States when it is used by service providers located in the United States (e.g. Google Analytics).

We take the following steps to keep your personal information secure:

- All new team members sign confidentiality clauses.
- All recruits undergo a criminal background check.
- All staff must receive mandatory cybersecurity training.
- Our teleworking policy contains additional provisions on security and confidentiality standards for information used in the course of work.
- We choose reputable and trustworthy service providers, and sign confidentiality agreements with them.

- Our electronic devices are protected by passwords, and our Internet network by a firewall.
- Our accounts are secured using multi-factor authentication.

People working at ASGAARD have access to your information only for the purposes described in this policy. We will never sell your information to any outside person or organization.

Contact about your personal information

Any person may, upon request to info@asgaard.ca :

- Know and, if applicable, consult the personal information that is or is not held about her
- Withdraw consent to the use of personal information held about you
- Correct outdated or inaccurate personal information

The request must clearly indicate that it is a request for access to personal information and provide sufficient information to identify the person and the information sought.

To prevent fraudulent requests, ASGAARD may take all reasonable measures to validate the identity of the person and reserves the right to refuse to disclose the requested information if the person does not fully cooperate in such validation or if there is any doubt as to the person's identity. We also reserve the right to refuse any request that is manifestly malicious, excessive, abusive or unjustified.

Personal information or confirmation of the absence of personal information will be provided by encrypted e-mail within a reasonable period, not to exceed 60 business days.

All visitors to our site must go through our cookie manager to disable non-mandatory cookies. See Use of cookies for more information.

ASGAARD's Privacy Officer is Kate Cheung, who can be reached for the purposes set out in this policy at info@asgaard.ca.

Update

This policy was updated on November 13th, 2025. Any changes will be posted immediately on our website, along with an indication of the new update date.