

PRIVACY POLICY

Last modified: January 6, 2026

INTRODUCTION

Turtle Island Travel Nurse Inc. (the "**Company**" or "**We**") respects your privacy and is committed to protecting it through compliance with this policy.

This policy describes how we collect, use, disclose, and protect the personal information of our customers and website users ("**you**") and the types of information we may collect from you or that you may provide when you visit <https://tinurse.ca/> (our "**Website**"). We will only use your personal information in accordance with this policy unless otherwise required by applicable law.

The term "**personal information**" means information about an identifiable individual, including information that can be used on its own or with other information to identify, contact, or locate a single person. Personal information does not include business contact information (such as name, title, business address, business telephone number, or business email address) when used for the purpose of communicating with that individual in relation to their employment, business, or profession.

This policy applies to information we collect, use, or disclose about our customers and Website users:

- On this Website.
- In email, text, and other electronic messages between you and the Company.
- When you interact with our advertising and applications on third-party websites and services if those applications or advertising include links to this policy.

This policy **DOES NOT** apply to information collected by third parties on their own websites, even if those sites may be linked from our Website. We are not responsible for the actions or privacy policies of any third party.

Please read this policy carefully. If you do not agree with our policies and practices, your choice is not to use our Website. By accessing or using this Website, you indicate that you understand, accept, and consent to the practices described in this policy. This policy may change from time to time. We will notify you of any changes to this privacy policy by posting the updated privacy policy on this page and updating the "last modified" date. For material changes to this privacy policy, we will provide additional notice (for example, by email or through a prominent notice on our Website home page) at least thirty (30) days before the changes take effect. Your continued use of this Website after we post changes constitutes your acceptance of those changes. However, for material changes affecting the collection, use, or disclosure of your personal information, your continued use will not constitute acceptance, and we will obtain your express consent as required by applicable Canadian privacy law before such changes take effect.

INFORMATION WE COLLECT ABOUT YOU

We collect and use several types of information from and about you, including:

- **Personal information** that we can reasonably use to directly or indirectly identify you, such as your name, mailing address, email address, telephone number, Internet Protocol (IP) address used to connect your computer to the internet, professional licensing information (for healthcare professionals), employment history and qualifications (for job applicants), Social Insurance Numbers (only when legally required for employment or tax purposes), and any other identifier we may use to contact you online or offline. We collect only the personal information that is necessary for the identified purposes and limit collection to what is reasonably necessary.
- **Non-personal information** that does not directly or indirectly reveal your identity or directly relate to an identified individual, such as demographic information, or statistical or aggregated information. Statistical or aggregated data does not directly identify a specific person, but we may derive non-personal statistical or aggregated data from personal information. For example, we may aggregate personal information to calculate the percentage of users accessing a specific feature on our Website.
- **Technical information**, including browser type and version, time zone setting, browser plug-in types and versions, operating system and platform, or information about your internet connection, the equipment you use to access our Website, and usage details.
- **Non-personal details about your Website interactions**, including the full Uniform Resource Locators (URLs), clickstream to, through and from our Website (including date and time), products you viewed or searched for, page response times, download errors, length of visits to certain pages, page interaction information (such as scrolling, clicks, and mouse-overs), methods used to browse away from the page.

HOW WE COLLECT INFORMATION ABOUT YOU

We use different methods to collect your information, including through:

- **Direct interactions** with you when you provide it to us, for example, by filling in forms or corresponding with us by phone, email, or otherwise.
- **Automated technologies or interactions** as you navigate through our Website. Information collected automatically may include usage details, IP addresses, and information collected through cookies and other tracking technologies.
- **Third parties or publicly available sources**, for example, our business partners and various search engines.

INFORMATION YOU PROVIDE TO US

The information we collect directly from you on or through our Website may include:

- Information that you provide by filling in forms on our Website. This includes information provided at the time of subscribing to our services (including the email address provided to subscribe to our mailing list), registering for employment opportunities, and/or requesting further services or information.

We may also ask you for information when you enter a contest or promotion sponsored by us, and when you report a problem with our Website. For employment-related information, we collect only information that is necessary for assessing qualifications, verifying professional credentials and licensing, conducting background checks where permitted by law, and complying with employment and healthcare regulatory requirements.

- Records and copies of your correspondence with us (including email addresses).
- Your responses to surveys that we might ask you to complete for research purposes.
- Your search queries on the Website.

INFORMATION WE COLLECT THROUGH COOKIES AND OTHER AUTOMATIC DATA COLLECTION TECHNOLOGIES

As you navigate through and interact with our Website, we may use cookies or other automatic data collection technologies to collect certain information about your equipment, browsing actions, and patterns, including:

- Details of your visits to our Website, including traffic data, location data, and other communication data and the resources that you access and use on our Website.
- Information about your computer and internet connection, including your IP address, operating system, and browser type.

The information we collect automatically is statistical information and may include personal information, which we may maintain or associate with personal information we collect in other ways, that you provide to us, or receive from third parties. It helps us to improve our Website and to deliver a better and more personalized service, including by enabling us to:

- Estimate our audience size and usage patterns.
- Store information about your preferences, allowing us to customize our Website according to your individual interests.
- Speed up your searches.
- Recognize you when you return to our Website.

The technologies we use for this automatic data collection may include:

- **Cookies (or browser cookies).** A cookie is a small file placed on the hard drive of your computer. You may refuse to accept browser cookies by activating the appropriate setting on your browser. However, if you select this setting you may be unable to access certain parts of our Website. Unless you have adjusted your browser setting so that it will refuse cookies, our system will issue cookies when you direct your browser to our Website. For more information on cookies please visit www.allaboutcookies.org.

- **Web Beacons.** Pages of our Website and our emails may contain small electronic files known as web beacons (also referred to as clear gifs, pixel tags, and single-pixel gifs) that permit the Company, for example, to count users who have visited those pages or opened an email and for other related website statistics (for example, recording the popularity of certain website content and verifying system and server integrity).

HOW WE USE YOUR INFORMATION

We use information that we collect about you or that you provide to us, including any personal information:

- To present our Website and its contents to you.
- To provide you with information, products, or services that you request from us.
- To fulfill the specific purposes for which you provided the information or that were described when it was collected.
- To carry out our obligations and enforce our rights arising from any contracts with you, including for billing and collection or to comply with legal requirements.
- To notify you about changes to our Website or any products or services we offer or provide through it.
- To improve our Website, products or services, marketing, or customer relationships and experiences.
- To allow you to participate in interactive features, social media, or similar features on our Website.
- To measure or understand the effectiveness of the advertising we serve to you and others, and to deliver relevant advertising to you.
- In any other way we may describe when you provide the information.
- For any other purpose with your consent.

DISCLOSURE OF YOUR INFORMATION

We may disclose personal information that we collect, or that you provide, as described in this privacy policy:

- In accordance with applicable law, to a buyer or other successor in the event of a merger, divestiture, restructuring, reorganization, dissolution, or other sale or transfer of some or all of the Company's assets, whether as a going concern or as part of bankruptcy, liquidation, or similar proceeding, in which personal information held by the Company about our customers and users is among the assets transferred.

- To contractors, service providers, and other third parties we use to support our business (such as analytics and search engine providers that assist us with Website improvement and optimization) and who are contractually obligated to keep personal information confidential, use it only for the purposes for which we disclose it to them, and to process the personal information with the same standards set out in this policy.
- To fulfill the purpose for which you provide it.
- For any other purpose disclosed by us when you provide the information.
- With your consent.

We may also disclose your personal information:

- To comply with any court order, law, or legal process, including to respond to any government or regulatory request, in accordance with applicable law.
- If we believe disclosure is necessary or appropriate to protect the rights, property, or safety of the Company, our customers, or others. This includes exchanging information with other companies and organizations for the purposes of fraud protection and credit risk reduction.

TRANSFERRING YOUR PERSONAL INFORMATION

We may transfer personal information that we collect or that you provide as described in this policy to contractors, service providers, and other third parties we use to support our business (such as analytics and search engine providers that assist us with Website improvement and optimization) and who are contractually obligated to keep personal information confidential, use it only for the purposes for which we disclose it to them, and to process the personal information with the same standards set out in this policy.

We may process, store, and transfer your personal information in and to a foreign country, with different privacy laws that may or may not be as comprehensive as Canadian privacy laws. In these circumstances, the governments, courts, law enforcement, or regulatory agencies of that country may be able to obtain access to your personal information through the laws of the foreign country. We will take reasonable steps to ensure that any foreign service providers provide a comparable level of protection as required under Canadian privacy laws.

By submitting your personal information or engaging with the Website, you acknowledge that your personal information may be transferred, stored, or processed outside of Canada as described above. You may withdraw your consent to such transfers at any time, subject to legal or contractual restrictions, by contacting us at [email], though this may affect our ability to provide certain services to you.

CHOICES ABOUT HOW WE USE AND DISCLOSE YOUR INFORMATION

We strive to provide you with choices regarding the personal information you provide to us. We have created mechanisms to provide you with the following control over your information:

- **Tracking Technologies and Advertising.** You can set your browser to refuse all or some browser cookies, or to alert you when cookies are being sent. If you

disable or refuse cookies, please note that some parts of this Website may not be accessible or may not function properly. For more information about tracking technologies, see "Information We Collect Through Cookies" and "Other Automatic Data Collection Technologies".

- **Promotional Offers from the Company.** If you have opted in to receive certain emails from us but no longer wish to have your email address used by the Company to promote our own or third parties' products or services, you can opt-out any time by sending us an email stating your request to admin@tinurse.ca. If we have sent you a promotional email, you may unsubscribe by clicking the unsubscribe link we have included in the email.

DATA SECURITY

The security of your personal information is very important to us. We use physical, electronic, and administrative measures designed to secure your personal information from accidental loss and from unauthorized access, use, alteration, and disclosure. These measures include physical safeguards, access controls, and regular security assessments.

Unfortunately, the transmission of information via the internet is not completely secure. Although we implement reasonable security measures to protect your personal information, we cannot guarantee absolute security of your personal information transmitted to our Website. In the event of a privacy breach involving your personal information, we will notify you and relevant authorities as required by applicable law.

DATA RETENTION

Except as otherwise permitted or required by applicable law or regulation, we will only retain your personal information for as long as necessary to fulfill the purposes we collected it for, including for the purposes of satisfying any legal, accounting, or reporting requirements. Under some circumstances we may anonymize your personal information so that it can no longer be associated with you. We reserve the right to use such anonymous and de-identified data for any legitimate business purpose without further notice to you or your consent.

CHILDREN UNDER THE AGE OF 13

Our Website is not intended for children under 13 years of age. No one under age 13 may provide any personal information to the Company. We do not knowingly collect personal information from children under 13. If you are under 13, do not use or provide any information on this Website or on or through any of its features, or provide any information about yourself to us, including your name, address, telephone number, email address, or any screen name or user name you may use. If we learn we have collected or received personal information from a child under 13 without verification of parental consent, we will delete that information.

ACCESSING AND CORRECTING YOUR PERSONAL INFORMATION

It is important that the personal information we hold about you is accurate and current. Please keep us informed if your personal information changes. You have the right to request access to and to correct the personal information that we hold about you.

If you want to review, verify, correct, or withdraw consent to the use of your personal information you may also send us an email at admin@tinurse.ca to request access to, correct, or delete any personal information that you have provided to us.

We may request specific information from you to help us confirm your identity and your right to access, and to provide you with the personal information that we hold about you or make your requested changes. Applicable law may allow or require us to refuse to provide you with access to some or all of the personal information that we hold about you, or we may have destroyed, erased, or made your personal information anonymous in accordance with our record retention obligations and practices. If we cannot provide you with access to your personal information, we will inform you of the reasons why, subject to any legal or regulatory restrictions.

If you are concerned about our response or would like to correct the information provided, you may contact our Privacy Officer at admin@tinurse.ca.

WITHDRAWING YOUR CONSENT

Where you have provided your consent to the collection, use, and transfer of your personal information, you may have the legal right to withdraw your consent under certain circumstances. To withdraw your consent, if applicable, contact us at admin@tinurse.ca. Please note that if you withdraw your consent we may not be able to provide you with a particular product or service. We will explain the impact to you at the time to help you with your decision.

PERSONAL INFORMATION RIGHTS

Depending on the country you live in, you may have rights with respect your personal information, including:

- **Access.** The right to request the Company for copies of your personal information. We may charge a small fee to provide this information.
- **Rectification.** The right to request the that the Company correct any inaccurate information or to complete incomplete information.
- **Erasure.** The right, under certain conditions, to request the Company to erase your personal information.
- **Restrict or object to processing.** The right, under certain conditions to request the Company to restrict the processing of your personal information or to object tot eh Company processing your personal information.
- **Data Portability.** The right to, under certain conditions, request that the Company transfer your personal information which has been collect to another organization or to you personally.
- **Data Protection Authority.** The right to make a complaint to the appropriate data protection authority.

Please note that if you exercise any of these rights we may not be able to provide you with a particular product or service. Please contact us at admin@tinurse.ca regarding any requests to exercise the above rights. We will respond to your request within 30 days of receipt, or as

otherwise required by applicable privacy legislation. The Company reserves the rights to impose restrictions or requirements on the requests permitted by applicable laws.

CHANGES TO OUR PRIVACY POLICY

It is our policy to post any changes we make to our privacy policy on this page. If we make material changes to how we treat our users' personal information, we will notify you through a notice on the Website home page. We include the date the privacy policy was last revised at the top of the page. You are responsible for ensuring we have an up-to-date, active, and deliverable email address for you, and for periodically visiting our Website and this privacy policy to check for any changes. For non-material changes that do not affect how we collect, use, or disclose your personal information, your continued use of our services will constitute acceptance of the revised privacy policy. For material changes, we will make reasonable efforts to notify you of material changes to this privacy policy at your last known email address.

CONTACT INFORMATION AND CHALLENGING COMPLIANCE

We welcome your questions, comments, and requests regarding this privacy policy and our privacy practices. Please contact our Privacy Officer at admin@tinurse.ca.

We have procedures in place to receive and respond to complaints or inquiries about our handling of personal information, our compliance with this policy, and with applicable privacy laws. To discuss our compliance with this policy please contact our Privacy Officer using the contact information listed above. If you are not satisfied with our response to your complaint, you have the right to file a complaint with the Office of the Privacy Commissioner of Canada (www.priv.gc.ca or 1-800-282-1376) or your applicable provincial privacy commissioner.