



INTRODUCTION

This policy applies to Marine Canada Acquisition Inc. DBA SeaStar Solutions and describes our policies and practices in respect to the collection, use and disclosure of Personal Information of our employees and users of our website, canada.seastarsolutions.com (hereafter, both referred to as SeaStar Solutions) and within our business.

Personal Information encompasses any information about an identifiable individual. This information can include an individual's identification cards, passwords, medical information, family history, opinions or beliefs, as well as facts about or related to the individual. Business Contact Information and Publicly Available Information as defined in the Personal Information Protection Act (B.C.) ("PIPA (BC)") are not Personal Information.

PURPOSE & OBJECTIVES

The principles of integrity and trust are the fundamental basis of SeaStar Solutions Privacy Policy. This policy establishes our commitment to comply with PIPA (BC) in our collection, storage, use and distribution of Personal Information as well as personally identifiable information collected by SeaStar Solutions through a website owned and operated by SeaStar Solutions.

This privacy policy does not apply to the practices of companies that SeaStar Solutions does not own or control, or of persons that SeaStar Solutions does not employ or manage, including any third-party content contributors bound by contract and any third-party websites to which SeaStar Solutions websites link.

RESPONSIBILITIES

SeaStar Solutions is responsible for protecting the personal information in its custody and under its control. A Chief Privacy Officer has been appointed and is responsible for ensuring SeaStar Solutions compliance with its privacy obligations. The Chief Privacy Officer is responsible for investigating any breaches of this policy and any complaints of breaches of this policy.

Current Assignments and Contact

Chief Privacy Officer Contact	Human Resources Manager hr.services@seastarsolutions.com
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COLLECTION AND USE OF PERSONAL INFORMATION

SeaStar Solutions automatically receives and records non-personal information on our server logs from your browser including your IP address, cookie information and the page you requested. SeaStar Solutions may use this information to customize the advertising and content you see and to fulfill your requests for certain products and services. However, SeaStar

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Solutions does not connect this non-personal data to any personal information collected from you.

SeaStar Solutions also allows third party companies that are presenting advertisements on some of our pages to set and access their cookies on your computer. Again, these cookies are not connected to any personal information. Third party cookie usage is subject to their own privacy policies, and SeaStar Solutions assumes no responsibility or liability for this usage.

Identified Purposes

Individuals will be informed of the purposes for the collection, use or disclosure of their Personal Information at or before the time the information is collected. Purposes will be those that a reasonable person would consider appropriate in the circumstances.

Consent

Consent is generally obtained prior to or at time of collection, except where otherwise required or permitted by the law. Consent may be express or implied; verbal consent may be obtained through interactions with SeaStar Solutions and written consent will be obtained where appropriate. Consent to collection, use or disclosure of Personal Information is not required from an individual as a condition of the provision of a product or service, beyond that which is necessary to provide the product or service.

Consent may be varied or withdrawn subject to legal limitations and reasonable notice. The individual will be advised of any consequences of variation or withdrawal.

If you do not consent to the collection, use or disclosure of your personal information as outlined in this policy, please do not provide it. If you have provided personal information and no longer consent to its use or disclosure as outlined herein, please notify SeaStar Solutions at hr.services@seastarsolutions.com.

Please remember that you are not permitted to use cameras or other recording devices to capture images or data of Company property without prior written consent from the Vice President and General Manager. Further, employees are prohibited from using personal cameras or recording devices to capture images and/or recordings of employees without their consent.

Type of Personal Information Collected and Use

SeaStar Solutions only collects the personal information required to meet the purposes identified by SeaStar Solutions. The type of personal information collected includes; contact information, such as name, postal address, email address, telephone or fax numbers, etc. and

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demographic information, such as consumer product preference, age, marital and family status, financial status, gender, etc.)

Personal Information is collected from employees, and is disclosed for reasonable purposes associated with establishing, managing or terminating the employee relationship, including managing payroll and benefits, for employee performance evaluations, training and incentive purposes, making recruitment and selection decisions, and to meet legal, security or regulatory requirements.

You can visit the websites of SeaStar Solutions without revealing any personal information. However, SeaStar Solutions needs certain personal information if you wish to purchase our products, register for an affiliate account, receive SeaStar Solutions newsletter, or use certain services. This information may include your personal contact information and/or your company contact information. This will be used to reply to your inquiries, provide you with requested products and services, set up your member's account and to contact you regarding new products and services. By accessing the services of SeaStar Solutions and voluntarily providing us with the requested personal information, you consent to the collection and use of the information in accordance with this privacy policy.

Limiting Use, Disclosure and Retention

SeaStar Solutions limits its use or disclosure of Personal Information to the purposes for which it was originally collected, unless consent received from person from whom information was collected or as otherwise permitted or required by law. Personal Information is retained only for as long as it is needed for the purpose or which it was collected or used, or as otherwise required by law.

Information that is used to make a decision about an individual is kept for at least one year from date of decision or date the decision is communicated to the individual, whichever is later.

SeaStar Solutions may disclose your personal information to third parties who work on behalf of SeaStar Solutions to provide products and services requested by you. This personal information will be shared for these purposes only with third parties whose privacy policies are consistent with ours or who agree to abide by your policies with respect to personal information. Such service providers may from time to time store Personal Information in countries other than Canada. Such Personal Information would be subject to the laws of such countries, including those authorizing or requiring disclosure of information to government authorities.

SeaStarSolutions.com may otherwise disclose your personal information when:

- We have your express consent to share the information for a specified purpose;
- We need to respond to subpoenas, court orders or such other legal process;

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- We need to protect the personal safety of the users of our websites or defend the rights or property of SeaStarSolutions.com;
- We find that your actions on our websites violate the SeaStarSolutions.com Terms of Use document or any of our usage guidelines for specific products or services.

Accuracy

Personal Information is maintained in as accurate, complete and up-to-date form as possible or necessary for the purpose for which it is obtained. SeaStar Solutions relies upon the individual to advise it when his/her Personal Information changes. From time-to-time, in its sole discretion, SeaStar Solutions may request written confirmation that information collected and held is up-to-date and accurate.

Security

Unfortunately, no data transmission over the Internet can be considered 100% secure. However, your SeaStar Solutions information is protected for your privacy and security. In certain areas of our websites, as identified on the site, SeaStar Solutions uses industry-standard SSL-encryption to protect data transmissions.

We also safeguard your personal information from unauthorized access, through access control procedures, network firewalls and physical security measures, premises security, locked file cabinets, secure faxes and photocopiers, restricted access to personal information, secure destruction methods and organizational security measures.

SeaStar Solutions will enter into legal agreements that require third parties to protect the Personal Information in a manner acceptable to SeaStar Solutions and consistent with the protection provided by SeaStar Solutions.

Openness and Individual Access

SeaStar Solutions will make available information about our policies and practices in respect to management of Personal Information. SeaStar Solutions may at any time, without notice to you and in its sole discretion, amend this policy. Please review this policy periodically. Your continued use of company websites and provision of personal information after any such amendments signifies your acceptance thereof.

Upon written request, SeaStar Solutions will inform an individual about how his/her Personal Information, in custody of SeaStar Solutions, is being used and disclosed, including the name of individuals and organizations to whom the information has been disclosed. Access will be given

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to the Personal Information, upon receipt of written request, and subject to any limitations as permitted or required by law. A reasonable fee may be charged in responding to an access request, but no fee charged for access to Employee Personal Information by an employee.

SeaStar Solutions may deny access to Personal Information when required or authorized by law. If unable to provide access to any portion of the Personal Information, then the reasons for the denial of access will be provided to the individual.

Requests for Access and Corrections

Requests for access, information about, or corrections to Personal Information must be made in writing either to the Chief Privacy Officer or by email to hr.services@seastarsolutions.com. Upon receipt of such request, SeaStar Solutions will advise the requestor of the next steps. The time to respond to a request is generally thirty (30) days, but may be extended in limited circumstances as permitted or required by law. When requesting a correction the requestor must sufficiently demonstrate that an error in the accuracy or completeness of their Personal Information exists. Necessary amendments will be made if appropriate, and if required will notify any third parties involved.

Should there be any questions about this Privacy Policy, or concerns that SeaStar Solutions may have failed to adhere to this policy, you may contact our Chief Privacy Officer at the aforementioned contact information.

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