

Privacy Statement

Flint Energy Services Ltd. and its related entities/subsidiaries (collectively 'Flint') respect the privacy of visitors to the Flint careers site. This Privacy Statement sets forth how Flint will use the information obtained when you apply for a position through this career site. Unless otherwise stated at the time of collection, the information requested from you and the way in which it is used will be in accordance with the requirements of the country in which the position is located, and not the country in which you are resident.

By clicking the "Submit" button on any Flint job application page and/or creating an account and submitting your information through this site, you agree to the use of information as described in this Privacy Statement.

Information Collection

In general Flint only collects information that is specifically and voluntarily provided by you in response to a job opportunity displayed on this site. You are responsible for ensuring that the information you submit is accurate and up-to-date. To the extent appropriate and in accordance with applicable law, Flint may seek additional data and/or verify your information by contacting your references and other reputable third parties.

If you are acting as a referrer or agency, providing information regarding candidates other than yourself, it is your responsibility to make sure that you comply with any relevant local requirements.

Information Use

The information obtained in relation to your application may be used by the Flint Human Resources department to consider your suitability for employment and for general statistical analysis and reporting purposes, including visitor activity and demographic reports.

The careers site does not seek sensitive information (e.g. data relating to gender, race or ethnic origin, political opinions, religious beliefs, trade union membership, criminal record, physical or mental health, or sexual orientation) except where this is required by the laws of the country in which the position is located. But to the extent you supply any information of a sensitive nature with your application, you agree that such information may be used in accordance with applicable law, including for statistical and reporting purposes. If Flint does not make an offer of employment to you in connection with the specific opportunity for which you initially submitted your information, your details may be retained and you may be contacted in the future if other suitable opportunities become available and, if appropriate, Flint may refer back to this application if you apply again. You may be contacted with regards to important security updates and brief feedback surveys. Flint reserves the right to modify candidate profiles to ensure accuracy.

Information Disclosure

Information submitted by visitors to this careers site may be sent to Flint entities other than the one to which you initially applied for the purposes of processing your application and/or general statistical analysis and reporting. Flint's recruitment database is hosted in Toronto by HRsmart (<http://www.hrsmart.com>)

Review of Information

As required by applicable law, you may review, update or request removal of your information at any time by accessing your profile on this careers site. For more detailed information, please review Flint's privacy policy. If you have questions about our privacy practices, please contact our Privacy Officer at privacyofficer@flintenergy.com or 1-877-215-5499.