HV Health and Safety – Privacy Policy

HV Health and Safety ("we," "us") protects the personal information of applicants, employees, onsite safety personnel, clients, and website visitors. This policy explains what we collect, how we use it, when we share it, and the choices you have. It applies to our website, forms, and communications, including our text messaging (SMS) program described in Section 6.

2. Changes to this policy

We may update this policy to reflect changes in law, technology, or our operations. Updates take effect when posted here with a new effective date. Please review this page periodically.

3. Where data is processed

Our website and services are hosted in the United States. If you access them from outside the U.S., your information will be transferred to and processed in the United States, where data protection laws may differ from those in your country.

4. Information we collect and how we use it

We collect information when you apply for a job, become an employee or onsite safety professional, request services, complete a form or survey, contact us, or visit our website.

Category	Examples	How we use it
Contact details	Name, email, mobile number, mailing address	Respond to you, schedule interviews and appointments, send operational messages
Application and employment data	Resume, work history, certifications, availability	Recruiting, hiring, onboarding, staffing assignments
Client and service data	Company name, site details, case information	Deliver and manage services, case management, billing
Payment data	Billing address, payment details	Process transactions

Category	Examples	How we use it
Messaging records	Opt-in and opt-out records, message logs, timestamps	Run and document our SMS program
Technical data	IP address, browser, device, pages visited	Operate, secure, and improve the website

We also use information to prevent fraud and security incidents, comply with law, and enforce our agreements. If you choose not to provide required information, we may be unable to process an application or provide a service.

5. How we share information

We do not sell personal information. We share it only as described below, and the mobile/SMS exception in Section 6 overrides everything in this section.

- **Service providers** that host our website and systems, process payments, provide communications platforms, background screening, or IT and security support. They may use the information only to perform services for us.
- **Clients**, limited to staffing and assignment details needed to place onsite safety personnel.
- **Legal and safety reasons**, when required by law, subpoena, or government request, or to protect rights, property, or safety.
- **Business transfers**, if we are involved in a merger, acquisition, or sale of assets, subject to this policy.
- **With your consent.**

We may share de-identified or aggregated data that cannot reasonably identify you.

Mobile information exception: All of the categories above exclude text messaging originator opt-in data and consent. This information will not be shared with any third parties or affiliates.

6. Text messaging (SMS)

No mobile information will be shared with third parties or affiliates for marketing or promotional purposes. We do not share, sell, rent, or transfer your mobile phone number, SMS opt-in data, or messaging consent to any third party or affiliate.

- **What we collect:** your mobile number, name, opt-in and opt-out records (date, time, and where you opted in), and message history.
- **How we use it:** only to send the non-marketing operational messages you agreed to: recruiting and interview updates, shift and site updates, case management, appointment reminders, notices that information is ready, follow-up requests, and service surveys.
- **Who processes it:** our messaging platform, Office@Hand (RingCentral), processes messages on our behalf only to deliver them. It may not use your information for its own purposes.
- **Frequency and cost:** message frequency varies, up to 10 messages per week. Message and data rates may apply.
- **Opt out or get help:** reply STOP to any message to opt out, or HELP for help. You can also call +1 (888) 771-1172.
- **Sensitive information:** we never send PHI, medical results, or background-check results by text.

Full program terms: SMS Terms & Conditions.

7. Email marketing

We may send newsletters or service updates by email only. You can unsubscribe using the link in any email or by contacting us. We do not send marketing by text message.

8. Cookies

We use essential, performance, functionality, and analytics cookies (such as Google Analytics) to run and improve our website. You can block or delete cookies in your browser settings, though some features may stop working. We do not currently respond to browser "Do Not Track" signals.

9. Data security

We use reasonable safeguards, including encryption in transit, firewalls, access restricted to authorized staff, and security awareness training. No system is completely secure. If a breach affects your information, we will notify you as required by law.

10. Data retention

We keep information as long as needed for the purposes above, or longer when required by law, such as employment and transaction records. SMS consent and opt-out records are kept to document compliance.

11. Children's privacy

Our website and services are not directed to children under 13, and we do not knowingly collect their information. Parents who believe a child has provided information can contact us, and we will delete it.

12. Your rights and choices

Depending on where you live, you may request access to, correction of, deletion of, or a copy of your personal information, and you may object to or restrict certain processing or withdraw consent. To make a request, contact us using Section 13. We may need to verify your identity first.

13. Contact us

HV Health and Safety, 212 East X Street, Deer Park, TX 77536

- Privacy questions: legal@hvhealthandsafety.com
- General and SMS help: info@hvhealthandsafety.com · +1 (888) 771-1172