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## Argentina Addendum

If you are a resident of Argentina, the following Argentina-specific provisions apply to our processing of your personal information in addition to or in lieu of, as applicable, the relevant sections of the Global Privacy Policy:

- By using our Sites, mobile apps and social media channels, you expressly consent to the processing of your personal information as described in the Global Privacy Policy, and in particular to the transfer of your personal information to countries that might provide a different level of protection to personal information.
- If you do not provide the personal information we request from you or if you provide inaccurate information, you may not be considered as a job candidate or associate.
- We will store personal information we collect from you in the United States.

## Australia Addendum

If you are a resident of Australia, the following Australia-specific provisions apply to our processing of your personal information in addition to or in lieu of, as applicable, the relevant sections of the Global Privacy Policy:

- In addition to your applicable rights indicated in the Global Privacy Policy, you may contact us as described in the "How To Contact Us" section of the Global Privacy Policy if you have a complaint about our information practices. We typically respond in writing to complaints within four weeks of receiving the complaint, unless we need to contact you to gather additional information regarding your complaint.
- If you apply for a job and do not provide all of the information required, we may be unable to consider you for employment opportunities or provide other services to you.
- Information collected in Australia likely will be processed in any jurisdiction where you are seeking employment, as well as Singapore, the United Kingdom and the United States.

## Belgium Addendum

If you are a resident of Belgium, the following Belgian-specific provisions apply to our processing of your personal information in addition to or in lieu of, as applicable, the relevant sections of the Global Privacy Policy:

- The results of drugs tests are considered sensitive personal information and will be treated accordingly in accordance with Belgian law.
- Criminal checks will only be executed when a legal basis can be provided by Manpower Belgium that authorizes the processing of that information in accordance with Belgian law.

## Canada Addendum

If you are a resident of Canada, the following Canada-specific provisions also apply to our processing of your personal information in addition to or in lieu of, as applicable, the relevant sections of the Global Privacy Policy:

- We and our service providers may disclose your personal information (1) if we are required or permitted to do so by applicable law or legal process, and (2) to Canadian, U.S. or other foreign law enforcement authorities, courts and other government officials based on a lawful disclosure request.
- The Sites may permit you to send emails to others, such as sending a job opening to a friend. This feature requires you to submit your name and email address, as well as the email address of the recipient. We do not use the names or email addresses submitted in these circumstances for any other purpose without your or the email recipient's consent. Please ensure that you only submit email addresses of individuals with whom you have a personal or family relationship and who would want to receive the email.
- To learn more about how to opt out of ad network interest-based advertising, please visit the consumer opt-out page at [youradchoices.ca/choices](https://youradchoices.ca/choices).
- To access, update or correct inaccuracies in your personal information or if you have a question or complaint about the manner in which we or our service providers treat your personal information, please contact us as indicated in the "How To Contact Us" section of the Global Privacy Policy.

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## Colombia Addendum

If you are a resident of Colombia, the following Colombia-specific provisions apply to our processing of your personal information in addition to or in lieu of, as applicable, the relevant sections of the Global Privacy Policy:

- We will use, store, record, transfer, adapt, summarize, amend, share and destroy your personal information as necessary under the circumstances or as otherwise permitted by law. We will not process personal information in a way that is incompatible with the purposes for which it was collected without your consent.
- In addition to your applicable rights detailed in the Global Privacy Policy, you may request that we update or suppress your personal information or revoke an authorization you previously provided by contacting us as indicated in the "How To Contact Us" section of the Global Privacy Policy.

## Hong Kong Addendum

If you are a resident of Hong Kong, the following Hong Kong-specific provisions apply to our processing of your personal information in addition to or in lieu of, as applicable, the relevant sections of the Global Privacy Policy:

- Our collection and use of your personal information may be obligatory. If you do not provide your personal information, we may not be able to provide you with certain products and services. If you fail to provide the information (in the case of job candidates and associates) we may not be able to enter into an employment relationship with you; and (in the case of others, such as representatives of our clients and vendors) we may not be able to provide services or complete transactions with you.
- We may collect personal information about you that is publicly available. We use this information for the purposes described in our Global Privacy Notice.
- We may use information about you to send you promotional materials. We will not use the information for this purpose without your consent. By providing your information to us, you provide your express, written consent to our collection, use and sharing of your information as described in the Global Privacy Policy and this Addendum.

We have a duty of confidentiality with respect to information about our employees. Although we will generally maintain confidentiality in the manner described in the "How We Protect Personal Information" section of the Global Privacy Policy, the nature of our business requires that we disclose associate personal information from time to time as described in the "Information We Share" section of the Global Privacy Policy, including to recipients who are located outside of Hong Kong. The consent of our associates to these recurring exceptions to our confidentiality obligation is essential to the proper operation of our business (and to our provision of work opportunities to them), and is a requirement of employment with us. Our associates provide their written consent to our recurring disclosures of their personal information, and to our transfers of their personal information to locations outside of Hong Kong, by providing their personal information to us and accepting an employment position with us, and may reaffirm their consent on our Sites.

## Israel Addendum

If you are a resident of Israel, the following Israel-specific provisions apply to our processing of your personal information in addition to or in lieu of, as applicable, the relevant sections of the Global Privacy Policy:

- If you are an associate (employed or engaged to work for our clients), you are legally required to provide us certain personal information necessary to administer your employment, such as national ID number, date of birth and gender.
- Other than as explained above, providing the personal information described in the Global Privacy Policy is voluntary and if you choose to provide it, you indicate your consent to the Global Privacy Policy and this Addendum.
- Without infringing other rights you may have under applicable law, if you are a job candidate, you may request access to the original information we collected from you in connection with your candidacy, as well as to assessments, summaries and feedback created on the basis of such information, as these were delivered to our clients evaluating your candidacy. To submit such a request, contact us as indicated in the "How To Contact Us" section of the Global Privacy Policy.
- If you are a job candidate and we collect your personal information in the context of open positions at a specific ManpowerGroup client, we may retain the information and share it with other ManpowerGroup clients who may have job opportunities available or with others with whom we work to find you a job. We will only share the information in this manner, however, after we seek and obtain your additional and specific consent for such sharing.



## Japan Addendum

If you are a resident of Japan, the following Japan-specific provisions apply to our processing of your personal information in addition to or in lieu of, as applicable, the relevant sections of the Global Privacy Policy:

- ManpowerGroup, which is comprised of the affiliates listed in the Global Privacy Policy, may jointly use the personal information listed below for the purposes described in the Global Privacy Policy. ManpowerGroup Co. Limited is responsible for the management of your personal information that is used jointly.
- The types of personal information that may be used jointly include:
  - Contact information (such as name, postal address, email address, and telephone number);
  - username and password when you register on our Sites;
  - payment information (such as payment card number, expiration date, authorization number or security code);
  - information you provide about friends or other people you would like us to contact; and
  - other information you may provide to us, such as in surveys or through the "Contact Us" feature on our Sites.
- If you are an associate or job candidate and you apply for a position or create an account to apply for a position, the following types of personal information also may be used jointly:
  - Employment and education history;
  - language proficiencies and other work-related skills;
  - Social Security number, national identifier or other government-issued identification number;
  - date of birth;
  - gender;
  - bank account information;
  - citizenship and work authorization status;
  - disabilities and health-related information;
  - results of drug tests and criminal and other background checks;
  - information provided by references; and
  - information contained in your resume or C.V., information you provide regarding your career interests, and other information about your qualifications for employment.

## Mainland China Addendum

If you are a resident of the People's Republic of China ("PRC"), the following PRC-specific provisions apply to our processing of your personal information in addition to or in lieu of, as applicable, the relevant sections of the Global Privacy Policy:

- Associates formally are employees of ManpowerGroup. As such, we are required to obtain the written consent of associates before disclosing their personal information or making use of their knowledge and skills. Our associates provide their written consent to our recurring disclosures and transfers of their personal information and our making use of their knowledge and skills by accepting an employment position with us after providing their personal information, and may reaffirm such consent on the Sites. We will disclose personal information of our associates to third parties from time to time for the purposes described in the "Information We Share" section of the Global Privacy Policy
- We are required by Chinese law to keep the personal information of employees of ManpowerGroup confidential. Although we will generally maintain confidentiality in the manner described in the "How We Protect Personal Information" section of the Global Privacy Policy, the nature of our business requires that we disclose associate personal information from time to time as described in the "Information We Share" section of the Global Privacy Policy, including to recipients who located outside of the PRC. The consent of our associates to these recurring exceptions to our confidentiality obligation is essential to the proper operation of our business (and to our provision of work opportunities to them), and is a requirement of employment with us.
- Users of our services (other than our job candidates and associates, such as representatives of our clients and vendors) provide their consent to our collection and use of their personal information by providing the information to us, and by contracting with us and using our services.
- We require all basic personal information from associates that is directly relevant to their employment relationship with us. Our associates are obligated under law to provide this information.

## Mexico Addendum

If you are a resident of Mexico, the following Mexico-specific provisions apply to our processing of your personal information in addition to or in lieu of, as applicable, the relevant sections of the Global Privacy Policy:

- Manpower S.A. de C.V. will be responsible for the personal information that has been or will be collected, including the uses and protection of such information, as described in the ManpowerGroup Global Privacy Policy.
- The results of drugs tests are considered sensitive personal information and will be treated accordingly.
- Your personal information will be used for the purposes described in the Global Privacy Policy. Many of the purposes described in the Global Privacy Policy, such as finding you a job, are necessary for the existence, maintenance or enforcement of the legal relationship between you and ManpowerGroup. We also use your personal information for purposes that are not necessary for the existence, maintenance or enforcement of your relationship with ManpowerGroup. These non-necessary purposes include sending you promotional materials, customizing your visits to our Sites and social media channels, delivering content tailored to your interests, and participating in interest-based advertising. If you do not want your personal information processed for any non-necessary purpose, please contact us at [dgarciam@manpower.com.mx](mailto:dgarciam@manpower.com.mx).
- If you believe that any of the purposes of use described above do not originate from or are not necessary for your relationship with ManpowerGroup, you may request that we not process your information for that purpose by sending your request to [dgarciam@manpower.com.mx](mailto:dgarciam@manpower.com.mx).
- You may withdraw any previously provided consent and exercise your rights of access, correction, deletion and objection regarding our information processing by sending your request to [dgarciam@manpower.com.mx](mailto:dgarciam@manpower.com.mx). We may require you to confirm your identity (such as by providing government-issued identification) before processing your request.
- We will inform you of the decision regarding your request within 20 business days from the date of your request. If your request is granted, it will be made effective within 15 business days of our response. With respect to a request for access to your personal information, we will send you a response by email, postal mail or other means of communication.

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## **Netherlands Addendum**

If you are a resident of Netherlands, the following Dutch-specific provisions apply to our processing of your personal information in addition to or in lieu of, as applicable, the relevant sections of the Global Privacy Policy:  
[under review]

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## Peru Addendum

If you are a resident of Peru, the following Peru-specific provisions apply to our processing of your personal information in addition to or in lieu of, as applicable, the relevant sections of the Global Privacy Policy:

- If you have any questions or comments about the Global Privacy Policy, would like to exercise your rights or would like us to update information we have about you or your preferences, please email us at [sebastian.reyes@manpowergroup.pe](mailto:sebastian.reyes@manpowergroup.pe).

## Singapore Addendum

If you are a resident of Singapore, the following Singapore-specific provisions apply to our processing of your personal information in addition to or in lieu of, as applicable, the relevant sections of the Global Privacy Policy:

- We have a duty of confidentiality with respect to information about our employees. Although we will generally maintain confidentiality in the manner described in the "How We Protect Personal Information" section of the Global Privacy Policy, the nature of our business requires that we disclose associate personal information from time to time as described in the "Information We Share" section of the Global Privacy Policy, including to recipients who are located outside of Singapore. The consent of our associates to these recurring exceptions to our confidentiality obligation is essential to the proper operation of our business (and to our provision of work opportunities to them), and is a requirement of employment with us. Our associates provide their written consent to our recurring disclosures of their personal information, and to our transfers of their personal information to locations outside of Singapore, by providing their personal information to us and accepting an employment position with us, and may reaffirm their consent on our Sites.
- Users of our services (other than our job candidates and associates, such as representatives of our clients and vendors) provide their consent to our collection and use of their personal information by providing the information to us, and by contracting with us and using our services.

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## **South Korea Addendum**

[under review]

## **UAE Addendum**

If you are a resident of the United Arab Emirates, the following UAE-specific provisions apply to our processing of your personal information in addition to or in lieu of, as applicable, the relevant sections of the Global Privacy Policy:

[under review]