

Cookie Notice

When you visit our sites ("Sites"), we may collect certain information by automated means, such as cookies, web beacons and web server logs. The information we may collect in this manner includes IP address, unique device identifier, browser characteristics, device characteristics, operating system, language preferences, referring URLs, information about actions taken on our Sites, dates and times of visits to our Sites, and other statistical uses.

A "**cookie**" is a file that websites send to a visitor's computer or other Internet-connected devices to uniquely identify the visitor's browser or to store information or settings in the browser.

A "**web beacon**," also known as an Internet tag, pixel tag or clear GIF, links web pages to web servers and their cookies, and is used to transmit information collected through cookies to a web server. Through these automated collection methods, we may obtain "clickstream data," which is a record of the links and other content that a visitor clicks on while browsing a website.

Our sites use these types of cookies:

1. Technical Cookies

Technical cookies are those used exclusively for the purpose of "carrying out the transmission of a communication in an electronic communications network, or to the extent strictly necessary for the provider of an information society service that has been explicitly requested by the contracting party or user to provide such service".

2. Profiling Cookies

Profiling cookies are used to create user profiles. They are used to send advertising messages in line with the preferences shown by the user during navigation. Considering the highly invasive nature of these cookies in relation to the private sphere of users, local and European legislation requires users to be adequately informed about their use to give their valid consent.

How we collect information by automated means

When you click on our Sites, a record of the action may be collected and stored. We link certain data elements we have collected through automated means, such as your browser information, with other information we have collected about you to inform us, for example, whether you have opened an email we sent you. Your browser may tell you how to be notified when you receive certain types of cookies or how to restrict or disable certain types of cookies. Your browser will allow you to block cookies, however, you may not be able to use all the features of our Sites without cookies. We will obtain your consent before collecting personal information using cookies or similar automated means to the extent required by applicable law.

Providers of third-party applications, tools, widgets, and plug-ins on our Sites, such as social media sharing tools, may also use automated means to collect information about your interactions with these features. This information is collected directly by the providers of the features and is subject to the privacy policies or notices of these providers. Subject to applicable law, ManpowerGroup is not responsible for the information practices of these providers.

To the extent required by applicable law, we will obtain your consent before collecting information using cookies or similar automated means.

How we use the information we collect

We use information collected through cookies, web beacons, pixels, web server logs and other automated means for purposes such as:

1. customize our users' use of our Sites;
2. deliver content tailored to the interests of our users and the way our users use our Sites; and
3. administer our Sites and other aspects of our business.

Third party cookies

We also use third-party analytics services on our Sites, such as Google Analytics and Adobe Omniture. The analytics providers that administer these services use technologies such as cookies, web server logs and web beacons to help us analyze your use of our Sites. Information collected through these means (including IP address) may be disclosed to these analytics providers and other relevant third parties who use the information, for example, to evaluate your use of the Sites. For more information about these analytics services and how to opt-out, please visit the following sites and the sites included in the country-specific addenda:

- Google Analytics: <https://tools.google.com/dlpage/gaoptout>
- Adobe Analytics: <http://www.adobe.com/privacy/analytics.html#1>

Profiling and interest-based advertising

On our Sites, we may collect information about your online activities to provide you with advertising about products and services tailored to your individual interests. We may also obtain information for this purpose from third party websites on which our advertisements are served. This section of this notice provides details and explains how to exercise your rights. For more information on how to opt-out of interest-based advertising from the ad network, please visit the consumer opt-out page at aboutads.info/choices/.

You may see certain ManpowerGroup advertisements on other websites because we interact with third-party ad networks. Through such ad networks, we may target our messages to users through demographic, interest-based, behavioral and contextual means. Through the ad networks, we may track your online activities over time by collecting information through automated means, including through the use of third-party cookies, web server logs, pixels and web beacons. The networks use this information to show you advertisements that may be tailored to your individual interests and past activities. The information our ad networks may collect on our behalf includes data about your visits to websites that serve ManpowerGroup ads, such as the pages or ads you view and the actions you take on the websites. This data collection takes place both on our Sites and on third-party websites that participate in these ad networks. This process also helps us track the effectiveness of our marketing efforts. For information on how to opt-out of this ad network interest-based advertising, please visit aboutads.info/choices/. To the extent required by

applicable law, we will obtain your consent before using your information for interest-based advertising.

Our Sites are not designed to respond to browser "do not track" signals.

Information collected through third party plug-ins and widgets on the Sites (such as information related to your use of a social media sharing tool) is collected directly by the plug-in and widget providers. This information is subject to the privacy policies of the plug-in and widget providers, and ManpowerGroup is not responsible for the information practices of those providers.

[Links to third-party sites, applications and services](#)

For your convenience and information, our Sites may provide links to third-party sites, applications and services that may be operated by companies not affiliated with ManpowerGroup. These companies may have their own privacy notices or policies, which we encourage you to review. We are not responsible for the privacy practices of non-ManpowerGroup sites, applications, or services.

[Updates to our cookie and advertising notice](#)

This Cookie and Advertising Notice (including any additions) is part of our Privacy Notice and may be updated periodically to reflect changes in our privacy practices and legal requirements. For significant changes, we will notify you by posting a prominent notice on our Sites indicating at the top of each Notice when it was last updated.

[How to contact us](#)

Our offices are located in:

Manpower, S.A. DE C.V.

Attention: Dirección General de Asuntos Jurídicos - Oficial de Data Protection

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Col. Nonoalco, C.P. 03700,
Benito Juárez, México City