

Privacy Notice for Navigating the Site

DATE LAST UPDATED: JANUARY, 2024.

I. Identification of the responsible party.

In accordance with the provisions of the Federal Law for the Protection of Personal Data in Possession of Individuals (hereinafter the "Law") and its Regulations, we inform you that Manpower, S.A. de C.V., its affiliates and/or subsidiaries (hereinafter the "Data Controller"), with address at Avenida Revolución No. 725, 4th floor, Col. Nonoalco, C.P. 03700, Benito Juárez, Mexico City, (the "Contact Address"), will process the personal data that you as the Data Subject provide us with in terms of this Privacy Notice (hereinafter the "Notice").

The processing of personal data of data subjects residing in or whose nationality is a country belonging to the European Union shall be in accordance with the provisions of the General Data Protection Regulation of the European Union ("GDPR").

II. Personal data we collect.

The personal data collected will be treated and stored based on the principles established in the Law and its Regulations, which are: legality, consent, information, quality, purpose, loyalty, proportionality, and responsibility. To comply with the purposes mentioned in this Notice, we require you to provide us with the following Personal Data: Full name, IP address, creation of a username and password, email, telephone, social network user, country of connection, links you follow, sites you visit, and if applicable, the company you represent.

We also inform you that in your case, the data obtained through the Curriculum that you provide us, are also protected in terms of this Notice, and in no way will be given any treatment other than what is set forth herein.

III. Purposes of the processing of your personal data.

The Data Controller, its affiliates and/or subsidiaries, collect your personal data, to use them for the following purposes:

- a) To consider you for one of our vacancies or job offers.
- b) Obtain information about your browsing habits.
- c) Make transfers with your personal data to third parties in terms of the Privacy Notice.
- d) Promote your profile.
- e) For marketing, advertising, and commercial projection purposes.

IV. Transfer of your personal data.

We inform you that your personal data could be transferred inside and outside the country, to the following recipients, for the purposes indicated in section III above: Affiliates, subsidiaries and/or of the same group of the responsible, as well as to our customers, suppliers, companies, and associations inside and outside the industry, solely to fulfill the purposes consented to by the data subjects.

V. Means to limit the use or disclosure of your personal data.

We inform you that your personal data will be safeguarded under strict administrative, technical and physical security measures which have been implemented, in terms of the Regulation, in order to protect and guarantee your personal data against damage, loss, alteration, destruction or unauthorized use, access or treatment. Your personal data will be collected through the website portal as well as using "Cookies" and "Web Beacons".

Cookies are text files which are automatically downloaded and stored on your computer's hard drive when you browse a specific web page, allowing the web server to remember some information about your preferences for viewing pages on that server, name and password. Web Beacons are images embedded in an Internet page or e-mail, which can be used to track your behavior while you are online, identifying information about your IP address, the duration of your interaction time on that page and the type of browser used, among others. For more information about how we use these tools, you can review our [Cookies Policy](#).

To ensure appropriate security and confidentiality of personal data, we implement the following security measures: (a) Encryption of data in transit; (b) Secure user authentication controls; (c) Data repository; (d) Network monitoring solutions.

[VI. Means for the exercise of rights or to revoke consent for the processing of your personal data.](#)

You may revoke your consent to the processing of your personal data in the same way in which you gave your consent. You also have the right to: (i) Access your personal data in our possession and know the details of their treatment, (ii) Rectify them if they are inaccurate or incomplete, (iii) Cancel them when you consider that they are not required for any of the purposes stated in this Notice, they are being used for purposes not consented or the contractual or service relationship has ended, or (iv) Oppose the treatment of them for specific purposes, as provided by law (hereinafter "ARCO Rights"). To exercise your ARCO Rights, you must use our customer service form, available at [here](#).

The Data Protection Officer will respond and follow up on your ARCO Rights Request within the deadlines established by Law. Similarly, you may revoke your consent to the processing of your personal data following the same procedure as mentioned for the exercise of your ARCO Rights. Data subjects who are residents or whose nationality is of a country belonging to the European Union, may exercise, in accordance with Articles 15 to 22 of the GDPR, the following specific rights: (a) Right of access; (b) Right of rectification; (c) Right of erasure; (d) Right to limitation of processing; (e) Right to data portability; (f) Right to object; (g) Right not to be subject to automated individualized decisions; (h) Right to lodge a complaint with a supervisory authority; (i) Where data processing is based on consent, the data subject may withdraw his or her consent at any time. If you have any questions about the above rights, please click [here](#).

[VII. How long we store your data.](#)

We store in our systems the personal data we collect in a form that permits identification of the Data Subject for the time necessary for the purposes for which the data was collected or for which it is further processed.

We determine this specific period taking into account:

- The need to keep stored the personal data collected in order to provide services established with the user;
- To safeguard a legitimate interest of the Data Controller as described in the purposes;
- The existence of specific legal obligations that make the processing and related storage necessary for a specific period of time;

[VIII. Changes or modifications to this notice.](#)

The Data Controller reserves the right to modify or update this Notice at any time, in the understanding that any modification to the Notice will be made known to you by e-mail or through our web page <http://www.manpowergroup.com.mx>.