



Addendum 1 – Country Requirements

Table 1a and Table 1b below identifies the individual rights in the countries which IFM operates within. Further information about your rights and how you can exercise them can be located within [Addendum 1.1](#).

Table 1a – Individual rights of employees by country

Countries	Right to access	Right to rectification	Right to erasure	Right to data portability	Right to restriction	Right to object	Rights related to Automated Decision-Making
Australia ¹	X	X	NA	NA	NA	NA	NA
Hong Kong	X	X	NA	NA	NA	NA	NA
Japan	X	X	X	X	X	X	NA
South Korea	X	X	X	NA	X	X	NA
United Kingdom	X	X	X	X	X	X	X
Netherlands	X	X	X	X	X	X	X
Switzerland	X	X	X	X	X	X	X
Germany	X	X	X	X	X	X	X
Italy	X	X	X	X	X	X	X
Spain	X	X	X	X	X	X	X
Poland	X	X	X	X	X	X	X
Luxembourg	X	X	X	X	X	X	X
US-California	X	X	X	X	NA	NA	X
US- Delaware	NA	NA	NA	NA	NA	NA	NA
US- Texas	NA	NA	NA	NA	NA	NA	NA
Canada	X	X	NA	NA	X	X	NA
Cayman Islands	X	X	X	X	X	X	X

¹ The 'employee records exemption' under Australian privacy laws and the application of Fair Work laws may impact the exercise of these rights by employees in Australia.



Table 1b – Individual rights of clients / prospective clients / vendors / visitors / job candidates by country

Countries	Right to access	Right to rectification	Right to erasure	Right to data portability	Right to restriction of processing	Right to object	Rights related to Automated Decision-Making
Australia	X	X	NA	NA	NA	NA	NA
Japan	X	X	X	X	X	X	NA
Hong Kong	X	X	NA	NA	NA	NA	NA
South Korea	X	X	X	NA	X	X	NA
United Kingdom	X	X	X	X	X	X	X
Netherlands	X	X	X	X	X	X	X
Switzerland	X	X	X	X	X	X	X
Germany	X	X	X	X	X	X	X
Italy	X	X	X	X	X	X	X
Spain	X	X	X	X	X	X	X
Poland	X	X	X	X	X	X	X
Luxembourg	X	X	X	X	X	X	X
US-California	X	X	X	X	NA	NA	X
US- Delaware	X	X	X	X	NA	NA	X
US- Texas	X	X	X	X	NA	NA	X
Canada	X	X	NA	NA	X	X	NA
Cayman Islands	X	X	X	X	X	X	X