COOKIE POLICY

ABOUT THIS POLICY

This Cookie Policy tells you what to expect when our website collects personal information. It applies to the information we collect about our visitors and those who log in to our website.

WHAT ARE COOKIES?

A 'cookie' is a small text file that is delivered by our website server onto your computer whilst you visit our website. This can subsequently be used by the website to identify individual devices and thereby remember your website preferences and login details. Most cookies will not collect information that identifies you and instead will collect more general information such as how you arrived at and used our website, or your general geographical location.

We may use both session cookies (which expire once you close your web browser) and persistent cookies (which stay on your computer until you delete them) to provide you with a more personal and interactive experience with our Services. This type of information is collected to make the Services more useful to you and to tailor the experience with us to meet your special interests and needs.

Most web browsers include a Do-Not-Track ("DNT") feature or setting you can activate to signal your privacy preference not to have data about your online browsing activities monitored and collected. No uniform technology standard for recognizing and implementing DNT signals has been finalized. As such, we do not currently respond to DNT browser signals or any other mechanism that automatically communicates your choice not to be tracked online.

You may refuse to accept browser cookies by activating the appropriate setting on your browser. However, if you select this setting, certain parts of our Website may become inaccessible and certain features may not work correctly. Unless you adjust your browser settings to refuse cookies, our system will issue them.

Social Networking Services ("SNS"). If you decide at any time that you no longer wish to have your SNS account linked to your Account, then you may de-link the SNS account in the "settings" section in your account settings. You may also manage the sharing of certain personal information with us when you connect with us through an SNS. Please refer to the privacy settings of the SNS to determine how you may adjust our permissions and manage the interactivity between the Services and your social media account.

Our Website pages [and e-mails] may contain web beacons (small transparent embedded images or objects, also known as clear gifs, pixel tags, and single-pixel gifs) that permit us, for example, to count website page visitors [or email readers,] or to compile other similar statistics such as recording Website content popularity or verifying system and server integrity.

WHY ARE COOKIES NEEDED?

Cookies make websites work better and they are a standard part of most modern websites. For example, they remember the items you've placed in your online shopping cart so that the items appear at the checkout when you make your purchase. Another example would be when you login to webmail services such as Hotmail or Gmail: on such occasions a cookie is generated that confirms you are logged in and, when you log off, the cookie is deleted. This means if someone goes back to your webmail address on your computer, you will still be logged out – and they won't be able to read your emails.

More detail on how businesses use cookies is available at: www.allaboutcookies.org

WHAT COOKIES DO WE USE?

We automatically collect your data via cookies when you visit our website, in line with the cookie settings in your browser, and through the cookies you activated when you selected various options on our cookie banner i.e. your customised cookie settings.

We use cookies to track your activity to help ensure you get the best possible experience when visiting our website and, for example, if you are using a shared computer, that you stay logged out when you leave our website.

We do not make any attempt to discover the identities of anyone who visits our website, and we will not associate any of the data gathered from our website with any personally identifiable information from any source. If we do want to collect personally identifiable information through our website, we will be up front about this. We will make it clear when we collect personal information and will explain what we intend to do with it.

Strictly necessary cookies

Strictly necessary cookies (known as "Essential cookies") enable core functionality such as page navigation and access to secure areas. These cookies do not gather information about you that could be used for marketing purposes, and they do not remember when you have been on the internet. You may disable these cookies by changing your browser settings, but this may affect how our website functions during your interactions with us (see relevant section below).

Non-essential Cookies

We collect data from you for the purposes shown below when you visit our website, but we can only do so if you have granted us permission to do so using our cookie preferences shown on our Cookie Banner. You can change your preferences at any time.

Analytical/Performance Cookies

These cookies help us to improve our website by collecting and reporting information on how you use it. The cookies collect information in a way that does not directly identify anyone but it allows us to count visits and traffic sources so we can measure and improve the performance of our Website.

Targeting Cookies

These cookies record your visits to our Website, the pages you have visited and the links you have followed. We will use this information to make our Website and the advertising displayed on it more relevant to your interests.

Third Party Cookies

Some content or applications, including advertisements, on the Website are served by third parties, including advertisers, ad networks and servers, content providers, and application providers. These third parties may use cookies alone or in conjunction with web beacons or other tracking technologies to collect information about you when you use our Website. They may associate the information collected with your personal information or they may collect information, including personal

information, about your online activities over time and across different websites or other online services. They may use this information to provide you with interest-based (behavioral) advertising or other targeted content.

We do not control how these third-party tracking technologies operate or how they may use the collected data. If you have any questions about an advertisement or other targeted content, you should contact the responsible provider directly.

The specific cookies we use are:

Name	What does it do	Domain
AnalyticsSyncHistory	store time of visit	.linkedin.com
bcookie	Analyze traffic information	.linkedin.com
li_sugr	Store browser details	.linkedin.com
lidc	Analyze traffic information	.linkedin.com
U	Provide ad delivery or retargeting, store user preferences	.adsymptotic.com
UserMatchHistory	Analyze traffic information	.linkedin.com
bscookie	Analyze traffic information	.www.linkedin.com
lang	Provide content	.linkedin.com
lang	Provide content	.ads.linkedin.com
clymio_host	Comply with legal requirements	cogniac.ai
clym_widget_by_host	Comply with legal requirements	cogniac.ai
_clsk	Provide support	.cogniac.ai
_clck	Provide support	.cogniac.ai
_gat_UA-69191607-6	Analyze traffic information	.cogniac.ai
_ga_96BK946LJ4	Analyze traffic information	.cogniac.ai
SRM_B	Analyze traffic information	.c.bing.com
_cltk	Provide support	cogniac.ai
CLID	Analyze traffic information	www.clarity.ms
SM	Analyze traffic information	.c.clarity.ms

MUID	Analyze traffic information	.bing.com
MR	Analyze traffic information	.c.clarity.ms
_gid	Analyze traffic information	.cogniac.ai
MUID	Analyze traffic information	.clarity.ms
visitorId	Analyze traffic information	.ws.zoominfo.com
MR	Analyze traffic information	.c.bing.com
_ga	Analyze traffic information	.cogniac.ai
ANONCHK	Analyze traffic information	.c.clarity.ms
clym_privacy	Enable basic functionality for clym	cogniac.ai

Third party scripts:

Name	What does it do	Processor
Universal GA Tag	Analyze traffic information	Google Ireland Ltd.
Clym	Analyze traffic information	Clym
Google Analytics	Analyze traffic information	Google Ireland Ltd.
Clym.io Privacy Widget	Comply with legal requirements	Clym
LinkedIn Ads	N/A	-
Google Tag Manager	Analyze traffic information	Google Ireland Ltd.

I DON'T CONSENT TO THE USE OF COOKIES – WHAT CAN I DO?

You can turn off cookies for a particular website or several sites, by adjusting your browser settings to prevent it from accepting cookies. You can learn how [here](#) or follow the links below:

[MS Internet Explorer](#)

[Google Chrome](#)

[Morzilla Firefox](#)

[Apple Safari OSX](#)

[Opera](#)

It's important to note that turning off cookies is likely to limit the functionality of not only our website, but also the functionality of a large number of the world's websites, and accordingly, your experience of ours and other websites may be impaired because data is no longer being captured about your interactions.

It may be that your concerns around cookies relate to so called "spyware" and in which case, rather than switching off cookies in your browser, you may find that anti-spyware software achieves the same objective by automatically deleting cookies considered to be invasive. Learn more about [managing cookies with antispyware software](#)

CHANGES TO OUR COOKIE POLICY

This 'Cookie Policy' was last updated in July 2022.