

# Cookies Statement

## Use of cookies on our Careers Pages

This document, our "Cookies Statement" ('**Statement**'), read in conjunction with our Privacy Policy hyperlinked below, describes how we use cookies and other on-line technologies on our recruitment websites.

## What is a cookie?

Cookies are pieces of information placed on your device when you visit a website. These can be recognised by websites when you visit them again. This helps us keep track of your visits and preferences and allows us to analyse the use of our site.

## How do we use cookies?

We use cookies on our recruitment website to give potential employees a better experience and to be able to provide job offerings that are aligned to their needs based on the information we have collected about them from their visits. For example, we will use cookies to show you jobs and relevant content based on how you interact with our site and record your contact and notification preferences. When you first visit our site, we ask you to accept cookies.

If you do not accept the cookies, then your user experience may be less personalised and have reduced functionality. If you have installed software to ensure that you are not tracked, then we will seek, to the extent technologically possible, to ensure that our cookies do not track you.

## What cookies do we use and how do we manage them?

**Session management** – Each time you view a page we will use a cookie for security purposes. This cookie does not collect your personal information.

**Session monitoring** – We will use cookies which collect your information or link to that information to follow your behaviour within the system, for example, the way you have interacted so that the next time you visit we can remember your preferences. This will help us to analyse and make suitable offerings to you.

**Location recognition** – Once you accept cookies, we will record your location so that we can provide appropriate job offerings based on your location. If you become a candidate not directly through the recruitment site, we may provide your information to the site and when you accept cookies that information will then be tracked. We do not currently use advertising or third party cookies other than those provided by our recruitment service provider for the purpose of providing the recruitment service.

**Managing cookies:** You can manage your cookies by managing cookie settings, which can be changed at any time. You can also change your browser settings which may assist you to manage cookies. If you have any questions, please get in touch with our privacy officer in accordance with our [Privacy Policy](#).