Cookies on our website

Cookies are small files which websites store on your computer that contain various types of information about your visit to a website. They are not viruses or malicious software but they are generally aimed at providing you with a good experience when browsing a site by, for example, remembering your preferences so that you do not need to reset them every time you visit the website.

Cookies can record information about how you browse the internet. They can therefore be used by websites to advertise goods and services which, based on your browsing history, are similar to goods and services which you have previously searched online. This is why some users reject or delete cookies.

Cookies normally expire after a length of time which can vary from a few minutes to more than a year. Some cookies are 'session cookies' which are deleted when you close your internet browser or after a period of inactivity. Others are 'persistent cookies' which remain on your computer until their expiration date.

We do not store cookies on your computer without your consent, unless they have the sole purpose of carrying out the transmission of communications or they are strictly necessary for providing an online service.

You may restrict or block cookies which are set by any website through your browser settings. Your browser settings also allow you to clear your browsing history and delete cookies. Information about how you can do this can be found on this link https://ico.org.uk/for-the-public/online/cookies. Mobile devices may have their own settings and you need to refer to the manual of the device.

Restricting or disabling cookies may impact the functioning of parts of our website.

Cookies stored by us:

ARRAffinity	This makes sure that the website works efficiently while you are browsing. This cookie only works for as long as you are accessing our website	For the duration of your visit to our website.
ASP.Net SessionId	Maintains information about how you are using the website it is an essential part of the website function and retains data.	For the duration of your visit to our website

Analytics

A. We use Google Analytics to analyse the use of our website.
B. Our analytics service provider generates statistical and other information about website use by means of cookies.
C. The analytics cookies used by our website have the following names: _ga, _gid, _gat, _utma, _utmb, __utmc, __utmz, __utmc, __utmt
D. The information generated relating to our website is used to create reports about the use of our website.
E. Our analytics service provider's privacy policy is available at http://www.google.com/policies/privacy/

Cookies	Purpose	Duration
_ga	Used to distinguish users	2 years
_gid	Used to distinguish users	24 hours
_gat	Used to throttle request rate. If Google Analytics is deployed via Google Tag Manager, this cookie will be named _dc_gtm_<property-id>.	1 minute
__utma	Used to distinguish users and sessions. The cookie is created when the javascript library executes and no existing __utma cookies exists. The cookie is updated every time data is sent to Google Analytics.	2 years from set/update
__utmt	Used to throttle request rate.	10 minutes
__utmb	Used to determine new sessions/visits. The cookie is created when the javascript library executes and no existing __utmb cookies exists. The cookie is updated every time data is sent to Google Analytics.	30 minutes from set/update
__utmc	Not used in ga.js. Set for interoperability with urchin.js. Historically, this cookie operated in conjunction with the __utmb cookie to determine whether the user was in a new session/visit.	End of browser session
__utmz	Stores the traffic source or campaign that explains how the user reached your site. The cookie is created when the javascript library executes and is updated every time data is sent to Google Analytics.	6 months from set/update

More information on cookies used by Analytics is available here.

Cookies stored by third parties

We allow some third parties (including, for example, advertising networks and providers of external services like web traffic analysis services) to use cookies on our website. We do not have direct control over how these third parties use cookies and have included links to their privacy policies where appropriate so that you can consult these.

Hotjar		
Cookies	**Purpose**	**Duration**
_hjClosedSurveyInvites	Hotjar cookie. This cookie is set once a visitor interacts with a Survey invitation modal popup. It is used to ensure that the same invite does not re-appear if it has already been shown.	365 days
_hjDonePolls	Hotjar cookie. This cookie is set once a visitor completes a poll using the Feedback Poll widget. It is used to ensure that the same poll does not re-appear if it has already been filled in.	365 days
_hjMinimizedPolls	Hotjar cookie. This cookie is set once a visitor minimizes a Feedback Poll widget. It is used to ensure that the widget stays minimizes when the visitor navigates through your site.	365 days
_hjDoneTestersWidgets	Hotjar cookie. This cookie is set once a visitor submits their information in the Recruit User Testers widget. It is used to ensure that the same form does not re-appear if it has already been filled in.	365 days
_hjMinimizedTestersWidgets	Hotjar cookie. This cookie is set once a visitor minimizes a Recruit User Testers widget. It is used to ensure that the widget stays minimizes when the visitor navigates through your site.	365 days
_hjIncludedInSample	Hotjar cookie. This session cookie is set to let Hotjar know whether that visitor is included in the sample which is used to generate funnels.	365 days
_hjShownFeedbackMessage	This cookie is set when a visitor minimizes or completes Incoming Feedback. This is done so that the Incoming Feedback will load as minimized immediately if they navigate to another page where it is set to show.	365 days

_hjid	Hotjar cookie. This cookie is set when the customer first lands on a page with the Hotjar script. It is used to persist the random user ID, unique to that site on the browser. This ensures that behavior in subsequent visits to the same site will be attributed to the same user ID.	365 days

We use Hotjar in order to better understand our users' needs and to optimize this service and experience. Hotjar is a technology service that helps us better understand our users experience (e.g. how much time they spend on which pages, which links they choose to click, what users do and don't like, etc.) and this enables us to build and maintain our service with user feedback. Hotjar uses cookies and other technologies to collect data on our users' behavior and their devices (in particular device's IP address (captured and stored only in anonymized form), device screen size, device type (unique device identifiers), browser information, geographic location (country only), preferred language used to display our website). Hotjar stores this information in a pseudonymized user profile. Neither Hotjar nor we will ever use this information to identify individual users or to match it with further data on an individual user. For further details, please see Hotjar's privacy policy by clicking on this link.

You can opt-out to the creation of a user profile, Hotjar's storing of data about your usage of our site and Hotjar's use of tracking cookies on other websites by following this opt-out link.

Facebook		
Cookies	**Purpose**	**Privacy policy/Duration**
Sb ,Fr, Wd, datr, Presence, locale, reg_fb_gate, reg_fb_ref	User insight tracking	https://www.facebook.com/policies/cookies/ Stored for up to 2 years

LinkedIn		
Cookies	**Purpose**	**Privacy policy/Duration**
BizoID,Lang, UserMatchHistory, BizoUserMatchHistory, BizoCustomSegments, BizoData,_lipt, _guid, Lidc, _ga, _gid, bcookie ELOQUA, __utma	Tracking and helping to keep user experience consistent when linking through to LinkedIn.	https://www.linkedin.com/leal/privacy-policy?trk=uno-regguest-home-privacy-policy Stored for up to 2 years

__utmz, sdsc		

Twitter		
Cookies	**Purpose**	**Privacy policy/Duration**
Dnt, Eu_cn, Guest_id, Tfw_exp, Kdt, _ga, Personalization_id Remember_checked, Lang, __utma, __utmb, __utmc, __utmz, muc, syndication_guest_id,	Tracking and helping to keep user experience consistent when linking through to Twitter.	https://twitter.com/en/privacy Stored for up to 10 years

Google		
Cookies	**Purpose**	**Privacy policy/Duration**
HSID, SSID, APISID, CONSENT, NID, 1P_JAR, APISID, SAPISID, AID, SID, SSID, SIDCC OGPC, __gads, _gmb_ga_test, DSID, IDE, _ct_rmm	User tracking	https://policies.google.com/privacy Stored for up to 2 years