

ANNEX 4 – COOKIES LIST

Cookie Name	Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
AddThis	AddThis is a social infrastructure and data platform. It allows us to create easy ways for users to share content and enjoy more personal experiences across our website	Anonymous: Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Page Views Pseudonymous: Search History Personal Data: Name, Address, Phone Number, Email Address, IP Address	Aggregate and anonymous data is shared with 3rd parties including third party service providers and third-party partners such as marketers, integration partners, pixel partners and resellers.	1 Year	http://www.addthis.com/privacy/privacy-policy
AdRoll	AdRoll enables us to personalise advertising campaigns based on your internet browsing history and the activities you carry out when you visit our website.	Anonymous: Ad Views, Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Interaction Data, Page Views Personal Data Name, Email Address, IP Address, Unique Device ID	Aggregate data is shared with 3rd parties. Anonymous data is shared with 3rd parties. Personal data is shared with 3rd parties.	1 Year	https://www.adroll.com/about/privacy
AdRoll Pixel	AdRoll Pixel enables us to personalise advertising campaigns based on your internet browsing history and the activities you carry out when you visit our website.	Anonymous: Ad Views, Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Interaction Data, Page Views Personal Data Name, Email Address, IP Address, Unique Device ID	Aggregate data is shared with 3rd parties. Anonymous data is shared with 3rd parties. Personal data is shared with 3rd parties.	1 Year	https://www.adroll.com/about/privacy
AdRoll Roundtrip	AdRoll enables us to personalise ad campaigns based on your internet browsing history. In particular we use this cookie to	Anonymous: Ad Views, Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data,	Aggregate data is shared with 3rd parties.	1 Year	https://www.adroll.com/about/privacy

Cookie Name	Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
	remind you to return to sites you have already visited and may wish to return to.	Interaction Data, Page Views Personal Data Name, Email Address, IP Address, Unique Device ID	Anonymous data is shared with 3rd parties. Personal data is shared with 3rd parties.		
AppNexus	This cookie contains a unique randomly-generated value that enables AppNexus to distinguish browsers and devices. It is matched against information – such as advertising interest segments and histories of ads shown in your browser or on your device – provided by us or other third parties and stored on the AppNexus technology platform. This information is used to select advertisements for delivery by AppNexus, and to measure the performance of, and attribute payment for, those advertisements. In addition, this cookie is sometimes matched to other cookies that contain non-personally identifying information.	Anonymous: Analytics, Browser Information, Cookie Data, Demographic Data, Hardware/Software Type, Interaction Data, Page Views Pseudonymous: Clickstream Data Personal Data: IP Address, Location Based Data, Device ID	Aggregate data is shared with 3rd parties. Anonymous data is shared with 3rd parties.	4-5 Years	https://www.appnexus.com/en/company/platform-privacy-policy
DoubleClick	This cookie enables us to create, transact and manage digital advertising. DoubleClick is operated by Google.	Anonymous: Ad Views, Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data, Page Views , Serving Domains Pseudonymous:	Aggregate data is shared with 3rd parties. Anonymous data is shared with 3rd parties. Personal data is shared with 3rd parties. Sensitive data is shared with 3rd parties.	5 years	http://www.google.com/intl/en/policies/privacy/

Cookie Name	Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
		Search History, Personal Data Name, Address, Phone Number, Email Address, Login, IP Address, Unique Device ID, Location Based Data			
DoubleClick Spotlight	This cookie enables us to create, transact and manage digital advertising. DoubleClick is operated by Google.	Anonymous: Ad Views, Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data, Page Views, Serving Domains Pseudonymous: Search History, Personal Data Name, Address, Phone Number, Email Address, Login, IP Address, Unique Device ID, Location Based Data	Aggregate data is shared with 3rd parties. Anonymous data is shared with 3rd parties. Personal data is shared with 3rd parties. Sensitive data is shared with 3rd parties.	2 years	http://www.google.com/intl/en/policies/privacy/
Google Adwords User Lists	This cookie enables us to create, transact and manage digital advertising.	Anonymous: Ad Views, Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data, Page Views, Serving Domains Pseudonymous Search History, Personal Data: Name, Address, Phone Number, Email Address, Login, IP Address, Location Based Data, Unique Device ID	Aggregate data is shared with 3rd parties. Anonymous data is shared with 3rd parties. Personal data is shared with 3rd parties. Sensitive data is shared with 3rd parties.	2years	http://www.google.com/intl/en/policies/privacy/

Cookie Name	Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
Google Analytics	Google Analytics is a web analytics service provided by Google, Inc. Google Analytics uses cookies to help us analyse how visitors use our site. Google will use this information for the purpose of assessing your use of the website, compiling reports on website activity for us and providing other services to us relating to website activity and internet usage.	<p>Anonymous:</p> <p>Ad Views, Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data, Page Views, Serving Domains</p> <p>Personal Data:</p> <p>IP Address, Search History, Location Based Data, Device ID, Name, Address, Phone Number, Email Address, Login, IP Address, Unique Device ID</p>	<p>Aggregate data is shared with 3rd parties.</p> <p>Anonymous data is shared with 3rd parties.</p> <p>Personal data is shared with 3rd parties.</p>	This is a persistent cookie that expires in 2 years. With each new visit, the expiry date is refreshed back to 2 years.	http://www.google.com/intl/en/policies/privacy/
GA Audiences	Google Audiences helps us to organise and analyse your data. The cookies help us to understand more about the type of people who visit our website and the optimal frequency with which to send advertising messages to our Website Users.	<p>Anonymous:</p> <p>Ad Views, Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data, Page Views, Serving Domains</p> <p>Personal Data:</p> <p>IP Address, Search History, Location Based Data, Device ID, Name, Address, Phone Number, Email Address, Login, IP Address, Unique Device ID</p>	<p>Aggregate data is shared with 3rd parties.</p> <p>Anonymous data is shared with 3rd parties.</p> <p>Personal data is shared with 3rd parties.</p>	2 years	http://www.google.com/intl/en/policies/privacy/
Google Tag Manager	This cookie is associated with sites using Google Tag Manager to load other scripts and code into a page. The cookie helps us to classify information on our website and label it in a way which makes it	<p>Anonymous:</p> <p>Ad Views, Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data,</p>	<p>Aggregate data is shared with 3rd parties.</p> <p>Anonymous data is shared with 3rd parties.</p>	The length of the browsing session	http://www.google.com/intl/en/policies/privacy/

Cookie Name	Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
	easier to be found in future searches.	Page Views, Serving Domains Personal Data: IP Address, Search History, Location Based Data, Device ID, Name, Address, Phone Number, Email Address, Login, IP Address, Unique Device ID	Personal data is shared with 3rd parties.		
Google Dynamic Remarketing	This cookie enables us to create, transact and manage digital advertising.	Anonymous: Ad Views, Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data, Page Views, Serving Domains Pseudonymous: Search History Personal Data Name, Address, Phone Number, Email Address, Login, IP Address, Location Based Data, Unique Device ID	Aggregate data is shared with 3rd parties. Anonymous data is shared with 3rd parties. Personal data is shared with 3rd parties. Sensitive data is shared with 3rd parties.	2 Years	http://www.google.com/intl/en/policies/privacy/
Google Adwords Conversion	This cookie enables us to create, transact and manage digital advertising.	Anonymous: Ad Views, Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data, Page Views, Serving Domains Pseudonymous: Search History, Personal Data Name, Address, Phone Number, Email Address,	Aggregate data is shared with 3rd parties. Anonymous data is shared with 3rd parties. Personal data is shared with 3rd parties. Sensitive data is shared with 3rd parties.	2 Years	http://www.google.com/intl/en/policies/privacy/

Cookie Name	Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
		Login, IP Address, Location Based Data, Unique Device ID			
Facebook Connect	Facebook Connect is a single sign-on application which allows you to login to and interact with our website through your Facebook account to avoid having to take the basic registration steps on our website. We do not currently offer this feature on Hays.co.uk but we may use the cookie to do so in the future.	<p>Anonymous:</p> <p>Ad Views, Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data, Page Views, Serving Domains, Details Undisclosed</p> <p>Personal Data:</p> <p>IP Address, Location Based Data, Clickstream Data, Device ID Name, Address, Phone Number, Email Address, Login, IP Address, Unique Device ID)</p> <p>Sensitive (Financial Information)</p>	Anonymous data is shared with advertising, measurement and analytics services and service providers (e.g. partners who provide technical and infrastructure services and analytics services).	3 Months	https://www.facebook.com/about/privacy/
Facebook Custom Audience	This cookie enables us to create custom lists of existing customers. We can then send relevant advertising to the customers on different lists depending on the specific interests of the custom audience on each list.	<p>Anonymous:</p> <p>Ad Views, Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data, Page Views, Serving Domains</p> <p>Personal Data</p> <p>Name, Address, Phone Number, Email Address, Location Based Data Device ID</p> <p>Sensitive (Financial Information)</p>	Anonymous and aggregated data is shared with advertising, measurement and analytics services and to vendors, service providers and partners who support Facebook's business (e.g. by providing technical infrastructure services, analysing how ads are used, measuring the effectiveness of ads and services, providing customer service, facilitating payments or conducting academic research and surveys).	Not disclosed by the cookie provider	https://www.facebook.com/full data use policy

Cookie Name	Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
Marketo	These cookies allow our website to link visitor behaviour to the recipient of an email marketing campaign, to measure campaign effectiveness.	<p>Anonymous: Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Interaction Data, Page Views</p> <p>Personal Data: IP Address, Name, Address, Phone Number, Email Address, Login</p>	Aggregate data is shared with 3rd parties.	2 Years	http://legal.marketo.com/privacy/
Optimizely	<p>These cookies allow us to remember users' settings as well as for authentication and analytics and for advertising purposes.</p> <p>We use Optimizely to run A/B tests on our websites. This allows us to try out new pages and functionality on our websites but only show these new elements to a percentage of our visitors. We can then compare engagement and conversion rates on these new elements against the existing websites to establish which performs best. We will then implement the best version, i.e. keep the existing website if it performed better, or rollout the new one if that had the better outcome.</p>	<p>Anonymous: Analytics, Browser Information, Cookie Data, Demographic Data, Interaction Data, Page Views, Serving Domains</p> <p>Personal Data: IP Address, Name, Phone Number, Email Address, IP Address</p>	<p>Aggregate data is shared with 3rd parties.</p> <p>Anonymous data is shared with 3rd parties.</p> <p>Personal data is shared with 3rd parties.</p>	10 Years	https://www.optimizely.com/privacy/
Optimizely Geographical Targeting	Optimizely uses persistent visitor-level cookies and local storage to uniquely identify visitors, track their actions, and deliver consistent experiences across	Anonymous: Analytics, Browser Information, Cookie Data, Demographic Data, Interaction Data, Page Views, Serving Domains	<p>Aggregate data is shared with 3rd parties.</p> <p>Anonymous data is shared with 3rd parties.</p>	10 Years	https://www.optimizely.com/privacy/

Cookie Name	Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
	<p>page loads. It sets a number of cookies, each storing a different set of data.</p> <p>We use Optimizely to run A/B tests on our websites. This allows us to try out new pages and functionality on our websites but only show these new elements to a percentage of our visitors. We can then compare engagement and conversion rates on these new elements against the existing websites to establish which performs best. We will then implement the best version, i.e. keep the existing website if it performed better, or rollout the new one if that had the better outcome.</p>	<p>Personal Data: IP Address, Name, Phone Number, Email Address, IP Address</p>	<p>Personal data is shared with 3rd parties.</p>		
Optimizely Logging	<p>Optimizely uses persistent visitor-level cookies and local storage to uniquely identify visitors, track their actions, and deliver consistent experiences across page loads. It sets a number of cookies, each storing a different set of data.</p> <p>We use Optimizely to run A/B tests on our websites. This allows us to try out new pages and functionality on our websites but only show these new elements to a percentage of our visitors. We can then compare engagement and conversion rates on these</p>	<p>Anonymous: Analytics, Browser Information, Cookie Data, Demographic Data, Interaction Data, Page Views, Serving Domains</p> <p>Personal Data: IP Address, Name, Phone Number, Email Address, IP Address</p>	<p>Aggregate data is shared with 3rd parties.</p> <p>Anonymous data is shared with 3rd parties.</p> <p>Personal data is shared with 3rd parties.</p>	10 Years	https://www.optimizely.com/privacy/

Cookie Name	Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
	new elements against the existing websites to establish which performs best. We will then implement the best version, i.e. keep the existing website if it performed better, or rollout the new one if that had the better outcome.				
Sizmek	These cookies allow us to provide you with a more tailored online advertising experience. They also allow us to monitor the success of and manage advertising campaigns and present you with advertisements that are more likely to be interesting and relevant to you. The cookies enable us to determine if we have already served an ad to a specific user and to cap the frequency that they are presented to the same user.	Anonymous: Browser Information, Date/Time, Demographic Data, Hardware/Software Type, Page Views Personal Data: IP Address, Location Based Data	Anonymous data is shared with 3rd parties. Personal data is shared with 3rd parties.	Up to 90 days from the last user interaction.	http://www.sizmek.com/privacy-policy/
Taboola	These cookies allow us gather information about your operating system, the webpages accessed within our website, the website that led you to our website, the dates and times you accessed our website or platform, event information (for example, system crash) and general local information (for example, city). The following categories of cookies may be used: <ul style="list-style-type: none"> • Strictly necessary cookies • Functionality cookies 	Anonymous: Ad Views, Analytics, Cookie Data, Date/Time, Demographic Data, Hardware/Software Type, Page Views Personal Data: IP Address, Location Based Data, Device ID, Name, Address, Phone Number, Email Address, Login, IP Address, Unique Device ID Sensitive (Financial Information)	Personal data is shared with 3rd parties.	1 Year	https://www.taboola.com/privacy-policy

Cookie Name	Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
	<ul style="list-style-type: none"> • Performance (analytic) cookies • Advertising (targeting) cookies. 				
Crazy Egg	<p>We use Crazy Egg's Analysis Service to obtain information about how you interact with our website.</p> <p>This cookie helps us to see what people are doing on our website, such as showing us where people are clicking (and where they aren't). Or how many people scroll down our pages (and where most people stop). Also, it allows us to see where those people are coming from to begin with, and who clicks on what the most.</p>	<p>Anonymous:</p> <p>Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data, Page Views</p> <p>Personal Data:</p> <p>IP Address, Location Based Data, Clickstream Data, Device ID, Name, Address, Phone Number, Email Address, Login, IP Address, Unique Device ID</p> <p>Sensitive (Financial Information)</p>	Personal data is shared with 3rd parties.	5 Years	https://www.crazyegg.com/privacy
Hotjar	<p>We use the following services provided by Hotjar Ltd: Heatmaps, Visitor recordings, Funnels and Form Analysis, Feedback Polls and Surveys and Recruiters. Heatmaps show anonymously where users click on a webpage, with red showing the "hottest" areas. Visitor recordings show users actually using the website, collating where the user moves and clicks the mouse. Any personal information is anonymised. Funnels can be used to see where we lost most of our visitors. Forms allow us to analyse</p>	<p>Anonymous:</p> <p>Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data, Page Views, Serving Domains</p> <p>Personal Data:</p> <p>IP Address, Location Based Data, Clickstream Data, Device ID, IP Address, Unique Device ID</p>	Not disclosed by the cookie provider	1 Month	http://www.hotjar.com/privacy

Cookie Name	Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
	<p>exactly where on a form, e.g. on which field, users are stopping and no longer filling in the information. It helps to identify fields that are confusing or causing concern to visitors. Incoming feedback allows us to capture live feedback from users about the website. Feedback polls and surveys give us the facility to create pop-up polls and surveys on different webpages. We can create a set of questions and give users a selection of pre-created answers or a free text box.</p> <p>Recruiters allows us to ask our visitors for their help directly on our pages. We can invite them to a live user test via screen sharing (e.g. via Skype) to truly see how they use our pages and what they are thinking. The information generated by the tracking code and cookie about your use of the website will be transmitted to and stored by Hotjar on servers in Ireland.</p> <p>Hotjar uses this information for the purpose of evaluating your use of the website, compiling reports on website activity for website operators and showing website operators how users are using the website and what feedback they have. Hotjar uses a variety of services hosted by third parties, such as Google Analytics and Optimizely. These services may collect information sent by your browser as part of a web</p>				

Cookie Name		Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
		<p>page request, such as cookies or your IP request. For information on how Google Analytics and Optimizely collect and use your information, please refer to their privacy policies which are located here and here respectively. The cookies used by Hotjar have differing durations: some are 365 days, some persist for the session only.</p> <p>You can click here to opt out, if you decide that Hotjar's services (as described above) are not for you: https://www.hotjar.com/opt-out.</p> <p>This cookie is also set when you minimise a Recruit User Testers widget. It is used to ensure that the widget stays minimised when you navigate through our site.</p>				
Yes	Facebook Pixel	Facebook Pixel is an analytics tool that helps us to measure the effectiveness of our advertising by reporting the actions that people take when they visit our website	<p>Anonymous:</p> <p>Ad Views, Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data, Page Views, Serving Domains</p> <p>Personal Data:</p> <p>IP Address, Location Based Data, Device ID, Name, Address, Phone Number, Email Address,</p>	Anonymous data is shared with advertising, measurement and analytics services and service providers (e.g. partners who provide technical and infrastructure services and analytics services).	Not disclosed by the cookie provider.	https://www.facebook.com/full_data_use_policy

Cookie Name		Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
			Sensitive (Financial Information)			
No	Twitter Advertising	These cookies help us deliver ads, measure their performance, and make them more relevant to you based on you browsing activities.	<p>Anonymous: Analytics, Browser Information, Cookie Data , Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data , Page Views</p> <p>Pseudonymous: (IP Address (EU PII), Search History, Location Based Data, Device ID (EU PII))</p> <p>Personal Data: Name , Address, Phone Number, Email Address, Login, EU- IP Address</p>	<p>Aggregate data is shared with 3rd parties.,</p> <p>Anonymous data is shared with 3rd parties.</p> <p>Personal data is shared with 3rd parties.</p> <p>Sensitive data is shared with 3rd parties.</p>	18-24 Months	https://twitter.com/privacy?lang=en
No	Twitter Conversion Tracking	These cookies help us to measure how effective our ad campaigns are by allowing us to track your actions after you view or engage with our ads on twitter.	<p>Anonymous: Analytics, Browser Information, Cookie Data , Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data, Page Views</p> <p>Pseudonymous: (IP Address (EU PII), Search History, Location Based Data, Device ID (EU PII))</p> <p>Personal Data: Name, Address, Phone Number, Email Address, Login, EU- IP Address</p>	<p>Aggregate data is shared with 3rd parties.,</p> <p>Anonymous data is shared with 3rd parties.</p> <p>Personal data is shared with 3rd parties.</p> <p>Sensitive data is shared with 3rd parties.</p>	18-24 Months	https://twitter.com/privacy?lang=en
No	Twitter Analytics	These cookies help us to measure engagement with our ads and posts on Twitter and to learn how	Anonymous: Analytics, Browser Information, Cookie Data , Date/Time, Demographic Data,	Aggregate data is shared with 3rd parties.	18-24 Months	https://twitter.com/privacy?lang=en

Cookie Name		Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
		to make our Tweets more successful.	Hardware/Software Type, Internet Service Provider, Interaction Data , Page Views Pseudonymous: IP Address (EU PII), Search History, Location Based Data, Device ID (EU PII) Personal Data: Name , Address, Phone Number, Email Address, Login, EU- IP Address			
No	LinkedIn Ads	These cookies enable us to promote our company updates to targeted audiences and to deliver personalised ads to you.	Anonymous: Ad Views, Browser Information, Cookie Data , Hardware/Software Type, Internet Service Provider, Interaction Data , Page Views , Serving Domains Pseudonymous: (IP Address (EU PII), Location Based Data, Device ID (EU PII)) Personal Data: Name , Address, Phone Number, Email Address, Login	Aggregate data is shared with 3rd parties.	6 Months	https://www.linkedin.com/legal/privacy-policy
No	LinkedIn Analytics	These cookies help us to analyse your interaction with our LinkedIn page to track how many times you click, like and comment on our content the post on our LinkedIn page. They also provide us with information about the type of people accessing our website, how many times they access it and which parts of the website are most popular.	Anonymous: Ad Views, Browser Information, Cookie Data , Hardware/Software Type, Internet Service Provider, Interaction Data , Page Views , Serving Domains Pseudonymous: IP Address (EU PII), Location Based Data, Device ID (EU PII)	Aggregate data is shared with 3rd parties.	As long as necessary to fulfill a business need or as required by law.	https://www.linkedin.com/legal/privacy-policy

Cookie Name		Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
			Personal Data: Name , Address, Phone Number, Email Address, Login			
No	Dstillery	These cookies help us to analyse how you use our website so we can send you the marketing and the information that is most relevant to you. They help us to analyse your browsing activity to gain an accurate insight into how cost effective our marketing techniques are.	<p>Anonymous:</p> <p>Ad Views, Analytics, Browser Information, Cookie Data , Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data , Page Views , Serving Domains</p> <p>Pseudonymous:</p> <p>IP Address (EU PII), Location Based Data, Clickstream Data, Device ID (EU PII)</p> <p>Personal Data:</p> <p>Name , Address, Phone Number, Email Address, Login, EU- IP Address, EU- Unique Device ID</p>	<p>Aggregate data is shared with 3rd parties.</p> <p>Anonymous data is shared with 3rd parties.</p>	2-3 Years	http://dstillery.com/privacy-policy/
No	Adobe Audience Manager	Adobe Audience Manager is a data management platform (DMP) that helps us to build profiles about you to identify the most valuable information and marketing for you and send this to you across a number of different channels.	<p>Anonymous:</p> <p>Ad Views, Analytics, Browser Information, Cookie Data , Date/Time, Demographic Data, Hardware/Software Type, Interaction Data , Page Views , Serving Domains</p> <p>Pseudonymous: IP Address (EU PII), Search History, Location Based Data, Clickstream Data</p> <p>Personal Data:</p> <p>Name , Address, Phone Number, Email Address, PII Collected via 3rd Parties, Login, EU- IP Address, EU- Unique Device ID</p>	Anonymous and pseudonymous data is shared with 3rd parties such as companies that help run Adobe's business (e.g. delivering customer support, processing credit card payments, and sending emails on its behalf), other Adobe entities or acquired companies and Adobe Sales partners.	180 Days	http://www.adobe.com/privacy/marketing-cloud.html

Cookie Name		Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
No	AppNexus	This cookie contains a unique randomly-generated value that enables AppNexus to distinguish browsers and devices. It is matched against information – such as advertising interest segments and histories of ads shown in your browser or on your device – provided by us or other third parties and stored on the AppNexus technology platform. This information is used to select advertisements for delivery by AppNexus, and to measure the performance of, and attribute payment for, those advertisements. In addition, this cookie is sometimes matched to other cookies that contain non-personally identifying information.	<p>Anonymous: Analytics, Browser Information, Cookie Data, Demographic Data, Hardware/Software Type, Interaction Data, Page Views</p> <p>Pseudonymous: Clickstream Data</p> <p>Personal Data: IP Address, Location Based Data, Device ID</p>	<p>Aggregate data is shared with 3rd parties.</p> <p>Anonymous data is shared with 3rd parties.</p>	4-5 Years	https://www.appnexus.com/en/company/platform-privacy-policy
No	BlueKai	This cookie enables us to understand more accurately why you are using our website, so as to enable us to provide more relevant information and targeted advertising to you.	<p>Anonymous: Browser Information, Date/Time, Hardware/Software Type, Page Views , Serving Domains</p> <p>Pseudonymous: Clickstream Data</p> <p>Personal Data: IP Address</p>		90 Days	
No	The Trade Desk	The Trade Desk provides technology to manage display, social, mobile, and video advertising campaigns.	<p>Anonymous: Ad Views, Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data,</p>	Aggregate and anonymous data is shared with 3rd parties such as third party service providers (including providers of data storage and processing facilities) and	1 year (or more if the cookie expiry date resets after further interaction with you)	http://www.thetradedesk.com/privacy-policy/

Cookie Name		Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
			<p>Page Views</p> <p>Pseudonymous: Clickstream Data</p> <p>Personal Data: Name, Address, Phone Number, Email Address, IP Address, Unique Device ID.</p>	<p>unaffiliated third parties for purposes such as statistical or educational analysis.</p> <p>Personal data is shared with 3rd parties.</p> <p>Pseudonymous data is shared with other advertising platforms, customers or websites.</p>		
No	MediaMaths	These cookies enable us to deliver more relevant advertisements, and assist with advertisement delivery and reporting via the MediaMaths platform.	<p>Anonymous:</p> <p>Ad Views, Analytics, Browser Information, Cookie Data, Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data, Page Views, Serving Domains</p> <p>Pseudonymous;</p> <p>Search History,</p> <p>Personal Data: Device ID, IP Address, Unique Device ID</p>	Aggregate data is shared with 3rd parties.	3-4 Years	http://www.mediamath.com/privacy-policy/
No	DoubleClick AD Exchange-Buyer	These cookies help us to maximise our return on investment in advertising through targeting, defined bids, defined budgets and frequency caps on inventory purchases. The cookies enable us to take part in a real-time bidding system which helps us to leverage the information we collection about you and bidding technology for even more control over media spend.	<p>Anonymous:</p> <p>Ad Views, Analytics, Browser Information, Cookie Data , Date/Time, Demographic Data, Hardware/Software Type, Internet Service Provider, Interaction Data , Page Views , Serving Domains</p> <p>Pseudonymous:</p> <p>IP Address (EU PII), Search History, Location Based Data, Device ID (EU PII)</p>	Aggregate data is shared with 3rd parties., Anonymous data is shared with 3rd parties., PII data is shared with 3rd parties.	30 Days	https://www.google.com/intl/en/policies/privacy/

Cookie Name		Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
			Personal Data: Name , Address, Phone Number, Email Address, Login, EU- IP Address, EU- Unique Device ID			
Yes	Zendesk	This cookie enables us to monitor and chat directly with website visitors who have queries about Hays or are encountering challenges applying for jobs on the site.	Anonymous: Browser Information, Date/Time, Demographic Data, Page Views Personal Data: IP Address, Name, Address, Phone Number, Email Address	Aggregate data is shared with third parties including third-party service providers (e.g. for application development, backup and storage)	1 Year	https://www.zendesk.com/company/privacy/
No	Yandex	These cookies enable us to analyse your browsing behaviour and form heat maps of the way you visit our site to workout which parts of our website attract your attention the most.	Anonymous: Browser Information, Cookie Data , Date/Time, Page Views Pseudonymous: IP Address Yandex do not collect any personal data	Data is only passed on to third parties where required by law.	2 Years	https://yandex.com/legal/privacy/
No	Liferay	These cookies help us to create and track highly targeted marketing campaigns that present the right message to you at the right time, based on your behaviour and browsing history.	Anonymous: Browser, time spent, page visits, referring site Personal Data: Name and email address	Aggregate data is shared with 3rd parties. Anonymous data is shared with 3rd parties. Personal data is shared with 3rd parties.	1 Year	https://www.liferay.com/privacy-policy
No	Liferay Session Cookies	These cookies help us to create and track highly targeted marketing campaigns that present the right message to you at the right time, based on your behaviour and browsing history.	Anonymous: Browser, time spent, page visits, referring site Personal Data: Name and email address	Aggregate data is shared with 3rd parties. Anonymous data is shared with 3rd parties. Personal data is shared with 3rd parties.	Duration of the browsing session	https://www.liferay.com/privacy-policy

Cookie Name		Purpose of the cookie	Data collected	How this data is shared	Duration of cookie	Cookie provider Privacy Policy
No	Leadlogic Wiredminds	These cookies help us to measure and optimise our online marketing campaigns and to measure click activity by companies visiting our website to help categorise our website visitors to gauge and compare their interest levels in different marketing campaigns.	<p>Anonymous:</p> <p>Leadlogic uses Wiredminds.de to collect a website users IP and identify the company accessing our website. IPs from private users are not collected. Personal Data:</p> <p>LeadLogic Wiredminds do not collect data to personally identify you and do not merge pseudonymised data with personal data relating to the bearer of the pseudonym.</p>	Not disclosed by the cookie provider	10 years	https://wiredminds.de/datenschutz/
No	Cloudflare	Cloudflare is used to enhance the functionality of our website (like the jobsearch function)	<p>Anonymised:</p> <p>Website usage, browser information,</p> <p>Personal Data:</p> <p>Cloudflare do not store personal data in a cookie unless it is anonymised.</p>	<p>Personal data may be shared with Cloudflare's affiliates, vendors and service providers, which are used for billing systems, contract and account management, customer support, relationship management and other technical operations.</p> <p>Personal data is not shared with third parties for their direct marketing purposes.</p>		https://www.cloudflare.com/security-policy/