

We may obtain information about your general internet usage by using a “cookie” file which is stored on your computer. Cookies contain information which help us to deliver a better and more personalised service to you, and to understand and improve our website and the services we offer users.

NB: none of the cookies we set allow us to identify you individually.

Cookies are small data files of letters and numbers that we store on your web browser or to the hard drive of your computer if you agree and they enable us to:

- remember information about your preferences, and so customise what we show you according to your individual interests;
- speed up your searches;
- recognize you when you return to our website.

We may use the following types cookies:

- **Strictly necessary cookies.** These are cookies that are required for the operation of our website. They include, for example, cookies that enable you to log into secure areas of our website, use a shopping cart or make use of e-billing services.
- **Analytical or performance cookies.** These allow us to recognise and count the number of visitors and to see how visitors move around our website when they are using it. This helps us to improve the way our website works, for example, by ensuring that users are finding what they are looking for easily.
- **Functionality cookies.** These are used to recognise you when you return to our website. This enables us to personalise our content for you, greet you by name and remember your preferences (for example, your choice of language or region).
- **Targeting cookies.** These cookies record your visit 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. We may also share this information with third parties for this purpose.

You may refuse to accept cookies by activating the setting on your browser which allows you to refuse the setting of cookies. Unless you have adjusted your browser setting to refuse cookies, our system will issue cookies when you log on. However, if you use your browser settings to block all cookies (including

essential cookies), please note that some parts of this website may become inaccessible or not function properly.

If you are concerned about your privacy on this or any site, most modern web browsers allow you to open and view websites in “incognito” mode. In “incognito” mode, cookies are still set, but they are automatically cleared as soon as you close your browser.

For further information regarding cookies and to see what cookies have been set, visit www.allaboutcookies.org

You can find more information about the individual cookies we use in the table below:

Cookie	Explanation	Party
phpsessid	PHP session cookie associated with this domain	1st Party
hasSession	PHP session cookie which establishes the presence of a session	1st Party
cookieTest	PHP session cookie associated with this domain	1st Party
phpcookieTest	Checks for the presence of cookies being enabled on the visitors browser	1st Party
screenwidth	Records the screen resolution to deliver visual content accordingly	1st Party
country	Sets the chosen country for tailored search	1st Party
referers	An incremental search history used to tailor further search results	1st Party
searchcount	The number of searches carried out	1st Party
last	The most recent search carried out	1st Party
ip	IP address is set to determine what country you are in and a rough estimate of your location	1st Party
lat	The rough latitude of your location for tailored searches	1st Party
lng	The rough longitude of your location for tailored searches	1st Party
searchType	The category of search being carried out	1st Party
count	The previous number of search results from the last search	1st Party
recent	The previous geographical areas searched	1st Party
val	The last unique search	1st Party
myGDPR	The current subscription preferences (if logged in)	1st Party
searchView	The last preferred search view (grid-based results or map-based)	1st Party
fbp	Set by Facebook as part of their embedded services	3rd Party
_adroll_fpc	Set by Adroll as part of their embedded services	3rd Party
_ar_v4	Set by Adroll as part of their embedded services	3rd Party
_gcl_au	Set by Google to store and track conversions	3rd Party
_ga	Sets a unique identifier than is used to generate visitor statistics on how the website is used	3rd Party
ga<container-id>	Used to persist session state - providing greater insights into website usage.	3rd Party
_gat_gtag_UA_	Sets a unique identifier for Google Tag Manager	3rd Party
_gid	Sets a unique identifier than is used to generate visitor statistics on	3rd Party

	how the website is used	
UserMatchHistory	Used for id sync process. It stores the last sync time to avoid repeating the syncing process in a frequent manner	3rd Party
lms_ads	Used to identify LinkedIn Members off LinkedIn for advertising	3rd Party
li_sugr	Used to make a probabilistic match of a user's identity outside the Designated Countries	3rd Party
U	Browser Identifier for users outside the Designated Countries	3rd Party
guid	Used to identify a LinkedIn Member for advertising through Google ads	3rd Party
ss_cid	Identifies unique visitors and tracks a visitor's sessions on a site	3rd Party
ss_cpvisit	Identifies unique visitors and tracks a visitor's sessions on a site	3rd Party
ss_cvvisit	Identifies unique visitors and tracks a visitor's sessions on a site	3rd Party
ss_cvr	Identifies unique visitors and tracks a visitor's sessions on a site	3rd Party
ss_cvt	Identifies unique visitors and tracks a visitor's sessions on a site	3rd Party

Please note that the following third parties may use cookies over which we have no control. These named third parties may include, for example, advertising networks and providers of external services like web traffic

analysis services.

These third-party cookies are likely to be analytical cookies, performance cookies or targeting cookies:

Google Analytics: <https://www.google.com/analytics/learn/privacy.html>

Twitter: <https://twitter.com/privacy>

Facebook: <https://www.facebook.com/privacy/policy/>

LinkedIn: <https://www.linkedin.com/legal/privacy-policy>

TikTok: <https://www.tiktok.com/legal/page/eea/privacy-policy/en>

Instagram: <https://privacycenter.instagram.com/policy/>

Please read our Privacy Policy for further details on the type of information we gather and how we use it.