

# COOKIE POLICY

This policy was last updated March 2021.

“We/Us/Our” means Impellam Group plc, a company registered in England under 6511961, whose registered address is 800 The Boulevard, Capability Green, Luton, Beds, LU1 3BA and includes all its subsidiary companies as set out within Annex 1 of this policy. This Cookie Policy forms part of the [Impellam Group Privacy Policy](#).

## **What Are Cookies & What Do They Do?**

A cookie is a small piece of data (text file) consisting of letters and numbers that a website downloads to your computer or device to recognise you as a user when you return to the website using the same computer/device and web browser.

Cookies can help a website to arrange content to match users’ preferred interests more effectively or avoid the need for users to re-enter data when they revisit a website. This can help speed up your login time or customise the layout of pages according to your needs and preferences. Cookies are used by millions of the most popular websites on the internet and do not harm your computer.

“Essential” cookies enable services we offer. “Non-Essential” cookies help us understand how our services are being used (i.e. analytics) and deliver advertisements.

Please see here for further information on Cookies <https://www.allaboutcookies.org/cookies/>

## **Our Use Of Cookies**

### *First-Party Cookies*

We use first-party cookies on our website to compile statistical data on the use of the website; make it easier and faster to navigate through the website; make sure our website is working properly, and personalise and improve the service we offer to our customers.

### *Third-Party Cookies*

We also use third-party cookies, which are cookies from a different domain than the domain of the website you are visiting, for our analytics, advertising and marketing efforts. This is the case when you click on buttons or links that connect you to a third-party website such as Youtube, Google+ and other social media websites, and they will be responsible for the information collected through their website’s cookies.

## **What Types Of Cookies Do We Use?**

### *Strictly Necessary Cookies*

These cookies are essential for the website to function and cannot be switched off in our systems. They are usually only set in response to actions made by you which amount to a request for services, such as setting your privacy preferences, logging in or filling in forms. You can set your browser to block or alert you about these cookies, but some parts of the site will then not work.

### *Performance Cookies*

It is important for us to understand how you use our site, for example, how efficiently you are able to navigate around it, and what features you use. Performance cookies enable us to gather this information, helping us to improve our site and your experience of it. These cookies collect anonymous information on the pages visited.

### *Functionality Cookies*

These cookies remember your choices to improve your experience. Functionality cookies enable us to provide additional functions to you on our site such as personalisation and remembering your saved preferences. If you do not allow these cookies then some of these services may not function properly.

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## *Targeting/Advertising Cookies*

These cookies may be set through our site by our advertising partners. They may be used by those companies to build a profile of your interests and show you relevant adverts on other sites. They do not store directly personal information but are based on uniquely identifying your browser and internet device. If you do not allow these cookies, you will experience less targeted advertising.

## *Analytics Cookies*

These cookies allow us to count visits and traffic sources so we can measure and improve the performance of our site. They help us to know which pages are the most and least popular and see how visitors move around the site. If you do not allow these cookies we will not know when you have visited our site and will not be able to monitor its performance.

## *Third Party Cookies*

Third party cookies are not placed by us and we have no control over them. Third party cookies may be used by advertising services to serve up tailored advertising to you on our site, or by third parties providing analytics services to us (these cookies will work in the same way as analytics cookies described above).

We have used the categories based on the International Chamber of Commerce (ICC) UK Cookie Guide (April 2012).

## **How Long Do Cookies Last?**

Cookies may be either "session" or "persistent."

A session cookie expires (i.e. is deleted) when you close your browser.

A persistent cookie remains until it expires, or you delete the cookies via your browser settings.

Expiration dates are set in the cookies themselves and may vary in length, depending on the purpose of the cookie.

## **How To Manage Cookies**

Users from the UK/EU may opt out of non-essential cookies. The first time you visit our Website, you will be displayed with a banner providing you with information about cookies and linking to this Cookie Policy. When you accept, a cookie is stored to ensure you have confirmed that you allow us to use cookies on this website, and to remember your cookie preference for your next visit.

You can manage your preferences to allow or refuse the storing of cookies per category by visiting our cookies preferences centre [Cookies Settings](#). If you choose not to accept cookies, you should be aware that you may no longer be able to make use of all functionalities of our website, and that certain parts of the website may also no longer be visible or accessible.

You can also prevent your browser from storing cookies and/or delete the cookies from your device at any time via the browser settings. Please consult the 'Help' section on your internet browser for instructions on this.

## **Google Cookies**

Google provides ways to manage or opt out certain of its advertising cookies (<https://adssettings.google.com>) and analytics cookies (<https://tools.google.com/dlpage/gaoptout>). You may read Google's Privacy Policy at <https://policies.google.com/privacy>.

## **Similar Technologies**

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We use technologies that resemble cookies to help track user activities and preferences. For example, we may use 'web beacon pixels' (tiny graphics with a unique identifier embedded on web pages or emails) to track your activities and communicate with cookies.

You cannot opt out of web beacons used on webpages, but you can limit their use by opting out of the cookies they interact with.

You can opt out of web beacons used in email, and the pixel will be deleted when you delete the email. If you do not wish for the pixel to be downloaded to your device, you should select to receive emails from us in plain text rather than HTML.

## Mobile Apps

Our apps do not use cookies, but may use tracking technologies to, for example, authenticate you as a registered user, allow you to use the app's features, and help us understand how our apps are being used. You cannot opt out of these mobile tracking technologies, but you may delete your apps and use the web versions of our services instead.

## Updates To This Cookie Policy

This Cookie Policy may be updated periodically to reflect relevant changes and updates. If you wish to contact us about this policy please contact [gdpr@impellam.com](mailto:gdpr@impellam.com)

## Document History

Document Author: Kristianne Scadding

Position: Data Protection Executive

Document Approver: Laurel Taylor

Position: Director of Group Legal / Data Protection Officer

## **ANNEX 1 – Impellam Group plc Companies**

### **Impellam Group Companies as at 1 August 2020 – see website for updates:**

Allied Employment Group Pty Limited, Allied Employment Group Pty Limited (South Africa branch), Bartech Belgium NV, Blue Arrow Ltd, Carbon60 AG, Carbon60 Limited, Career Teachers Limited, Carlisle Staffing plc, Celsius Group Limited, Chadwick Nott (Holdings) Limited, Chrysalis Community Care Group Limited, Comensura Limited, Comensura Pty Limited, Flexy Corporation Limited, Flexy Services Pty Limited, Global & Medical Recruitment Consultancy Inc, Global Group (UK) Limited, Global Medics Limited, Global Medics Pty Limited, Global Medics NZ Limited, Guidant Global Canada Holdings Inc, Guidant Global-Europe Limited, Guidant Global Germany GmbH, Guidant Global Germany GmbH (France branch), Guidant Global Germany (Netherlands branch), Guidant Global Germany (Norway branch), Guidant Global Germany GmbH (Poland branch), Guidant Global Germany GmbH – Secursal em Portugal, Guidant Global Italy SRL, Guidant Global Puerto Rico SRL, Guidant Global Mexico Holdings Inc, Guidant Global Switzerland AG, Guidant Global SG Pte Limited, Healthlink New Zealand Group Limited, Ignosys Ltd, Impellam GmbH, Impellam Group plc, Impellam UK Limited, Irish Recruitment Consultants Limited, Latitudes Group International Management Pte Limited, Litmus Software Solutions Ltd (Ireland), Litmus Workforce Solutions Limited, Litmus Workforce Solutions Pty Limited, Lorien Resourcing Limited, Medacs Global Group Limited (Ireland), Medacs Global Group Limited, Medacs Healthcare Australasia Group Limited, Medacs Healthcare Australia Pty Limited, Medacs Healthcare Limited, Medacs Healthcare plc, Medacs Healthcare Pty Limited, PRN Recruitment Limited, Science Recruitment Group Limited, Younifi UK Limited