

# Cookie Policy for the Career Sites

Updated: 28 May 2019

VONQ UK Ltd. (“**VONQ**”, “**us**” or “**we**”) is committed to being transparent about the Cookie technologies that are used. This Cookie Policy explains how and why cookies and comparable tracking techniques such as pixels (collectively “**Cookies**”) may be stored on and accessed from your device when you use or visit has-jobs.com or has-jobs.co.uk sites (“**Website**”). This Cookie Policy should be read together with our Privacy Policy found at: <https://www.vonq.com/candidate-dataprivacy/>.

## About Cookies

A Cookie is a simple small file that is sent with pages from this Website and stored by your browser on the hard disk of your device, so that you can be recognised. These do not damage your computer and do not contain harmful software. We place and store cookies for different reasons, such as to see how visitors use our Website.

### 1. Functional cookies – Cookies that ensure the Website works properly

This type of Cookies is used to allow correct functioning of the Website. These are essential to have on the Website. Below is a list of the functional Cookies as placed, their purpose, and how long they are active.

Name	Placed by	Purpose	Duration
CONSENT	Google (.com and .nl)	Shows the cookie consent bar and stores when the user accepts or declines.	2 years
_sp_ses.cd4b	VONQ	Identifies a user session and preserves user session state across page requests.	30 minutes
_sp_id.cd4b	VONQ	Identifies a user.	2 years

### 2. Analytical Cookies – Cookies that allow us to track the use of the Website

We try to measure continuously which parts of the Website are most interesting for our visitors, e.g. by using third party software to analyse the number of visitors of our site and the most popular items. We use Cookies for this purpose.

The data we collect is turned into statistics, allowing us insight into the frequency our webpage is visited, where visitors come from and where they go after the Website, etc. Although not essential and you can block these, they allow us to make the structure, navigation and contents of the Website as user-friendly for you as possible. We do not trace back the statistics and other reports to individuals.

Below is a list of the analytics Cookies as placed by third parties, their purpose, and how long they are active.

Name	Placed by	Purpose	Duration
_ga _gid	Google Analytics	Used to distinguish users for <a href="#">Google Analytics</a> .	2 years
_gat_ncs	Google Analytics	Used to throttle the request rate.	1 minute
_gid	Google Analytics	Track users as they navigate the website and help improve the website's usability.	24 hours

### 3. Advertising – Cookies to show advertisements

Some ads (or video clips) use Cookies. We, and third parties, place these advertisements on or outside of our Website. These cookies are not necessary, but allow for relevant adverts to show even when you leave the Website. For example, if you are viewing a job posting for an electrical engineer position, you will see relevant adverts on other pages to apply.

If these Cookies are not used or you have not provided your consent to us to place them, you will still see advertisements on the Website and other pages. Some advertisements do not use Cookies. These advertisements may be randomised. These may therefore be less personalised or relevant to you.

Below is a list of the advertisement Cookies as placed, their purpose, and how long they are active.

Name	Placed by	Purpose	Duration
APISID HSID NID S SAPISID SID SIDCC SSID	Google (.com and .nl)	Enables Google to collect user information for videos hosted by YouTube. Also protects user data from unauthorized access.	Session cookie
1P_JAR	Google (.com and .nl)	Used for user tracking and ad targeting purposes.	1 month

As for Cookies placed by social media parties and the data they may collect we refer to the Cookie policies on the Websites of these parties: see the links below. You should be aware that these policies may change from time to time. VONQ cannot control this.

### 4. Other / unforeseen Cookies

Because of the way the Internet and websites function, we may not always be aware of Cookies placed by third parties through our Website. This will especially be the case if our webpages contain so-called embedded elements; these are texts, documents or video clips hosted by another party and shown on, in or through our Website.

Please let us know if you come across Cookies on this Website that fall in this category and we therefore did not mention above. Or contact the third party directly to ask what Cookies they use, the reason, how long the Cookie lasts and how they safeguard your privacy.

## 5. Browser settings

If you do not wish any Cookies to be placed on your computer, you can change your browser settings so you will receive a warning before a Cookie is placed on your computer. You can also change the settings so that your browser rejects all Cookies or third-party Cookies only. You can also remove Cookies already placed. Please be aware that these settings have to be changed in each browser and computer you use.

If you do not wish to receive any Cookies we can no longer guarantee that our Website works correctly. Some of the functions of the Website may be disabled or you may even not be able to see some websites at all. Rejecting Cookies or enabling the 'do not track' feature does not mean you will no longer see ads either, only that the advertisements will no longer match your interests and will be repeated more often.

The way settings can be changed is different in each browser. If necessary, please consult the help function of your browser or click on one of the following icons to go to the manual of your browser directly. You can visit [www.youronlinechoices.eu](http://www.youronlinechoices.eu) if you wish to disable Cookies of specific parties only.

- [Chrome](#)
- [Firefox](#)
- [Internet Explorer](#)
- [Safari](#)
- [Opera](#)

## Final remarks

We will have to change this Cookie policy from time to time, e.g. because our Website or Cookie regulations change. We may change the content of the policy and the Cookies included in the lists at all times and without prior warning. The latest version can be found on this Website.

If you still have questions and/or wish to make a comment, please contact [legal@vong.com](mailto:legal@vong.com).