



COOKIE POLICY

Version 1.0

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Our use of cookies

Our website uses cookies to distinguish you from other users of our website. This helps us to provide you with a good experience when you browse our website and also allows us to improve our site.

A cookie is a small file of letters and numbers that we store on your browser or the hard drive of your computer if you agree. Cookies contain information that is transferred to your computer's hard drive.

We use the following cookies:

- Analytical/performance cookies. They 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).

You can find more information about the individual cookies we use and the purposes for which we use them in the table below:

Cookie Name	Cookie Type	Purpose	More information
Keystone sid	First Party cookie	To log your user ID and auth	n/a
_ga and _gid	Third Party - Google Analytics	These cookies are set or updated on any page visited. Both are set but all serve the same purpose: to see how people reached the site and used it, including search terms used and referring sites. (_ga expires: 2 years _gid expires: 2 days)	https://developers.google.com/analytics/devguides/collection/analyticsjs/cookies-user-id
__next4me_click_ForYouCareer1 __next4me_click_ForYouCareer2 etc	First party cookie	To track you signed up to one of the offers on the site	n/a

Cookie Name	Cookie Type	Purpose	More information
_cfruid	First party cookie	To ensure our site can't be overloaded with too many requests	

You block cookies by activating the setting on your browser that allows you to refuse the setting of all or some cookies. However, if you use your browser settings to block all cookies (including essential cookies) you may not be able to access all or parts of our site.