

[View or change your preferences via our CookieHub plugin at any time on Humanforce.com by clicking the !\[\]\(c8d96c8885d3000a912c2582004aed63\_img.jpg\)](#)

# COOKIES POLICY

Last update: April 2021

## INTRODUCTION

This Cookie Policy sets out to explain how Humanforce and its entities (collectively "Humanforce", "we", "us", and "ours") use cookies and similar technologies to recognise you when you visit our websites (www.humanforce.com) ("Websites"). It explains what these technologies are and why we use them, as well as your rights to control our use of them. Humanforce places importance on respecting your data and your privacy. For more information on how we use and protect data please see our [Privacy Policy](#).

If you have any queries in relation to data protection, please email us at [privacy@humanforce.com](mailto:privacy@humanforce.com)

## COOKIES NOTICE

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 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 device if you agree. Cookies contain information that is transferred to your device.

## Use of 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, share data and calendar features.

**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.

**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 find what they are looking for easily.

**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.

## Terminology to help you understand cookies

### **First and Third-party cookies**

First-party cookies are cookies set by our website, i.e., the website displayed in your URL window.

Third-party cookies are cookies that are set by a domain other than our website. We may use third parties' cookies and these third parties may include, for example, advertising networks and providers of external services like web traffic analysis services. Please see our cookies table for more information.

### **Session and Persistent cookies**

Session cookies are cookies which expire once you close your web browser. Persistent cookies are cookies which stay on your device for a set period or until you delete them. Please see our cookies table for more information.

## **Cookies control and disabling cookies.**

You can refuse the use of cookies by changing the settings on your browser or by clicking on the cookies consent mechanism. However, if you block certain cookies, such as strictly necessary cookies for the functioning of our website, you may not be able to access all or parts of our website.

You can use your browser to delete cookies that have already been stored. However, the steps and measures required vary depending on the browser you use. If you have any questions, please use the Help function or consult the documentation for your browser or contact its creator for support.

To find out more about cookies, visit [www.aboutcookies.org](http://www.aboutcookies.org) or [www.allaboutcookies.org](http://www.allaboutcookies.org).

To opt out of being tracked by Google Analytics across all websites visit <http://tools.google.com/dlpage/gaoptout>.

You have the ability to accept or decline cookies by modifying the settings in your browser. However, you may not be able to use all the interactive features of our site if cookies are disabled.

There are a number of ways to manage cookies. If you use different computers in different locations, you will need to ensure that each browser is adjusted to suit your cookie preferences.

You can easily delete any cookies that have been installed in the cookie folder of your browser. For example, if you are using Microsoft Windows Explorer 8:

- Open 'Windows Explorer'

- Click on 'Tools' menu
- Click 'Delete Browsing History'
- Tick 'Cookies' and click 'Delete'.

If you are not using Microsoft Windows Explorer, then you should search for “cookies” in the “Help” function for information on where to find your cookie folder and the controls to manage them.

### How often will you update this Cookie Policy Statement?

We may update this Cookie Policy Statement from time to time in order to reflect, for example, changes to the cookies we use or for other operational, legal or regulatory reasons. Please therefore re-visit this Cookie Policy Statement regularly to stay informed about our use of cookies and related technologies.

### Where can I get further information?

If you have any queries concerning our use of your personal information, please visit <https://humanforce.com/contact-us/>

### Cookies table

Cookie	Name	First or third party	Purpose	Type	Expiry	Links to third party privacy notice
__cf_bm	__cf_bm	Third party	The __cf_bm cookie supports Cloudflare Bot Management by managing incoming traffic that matches criteria associated with bots. The cookie does not collect any personal data, and any information collected is subject to one-way encryption.	Persistent	1 hour	.app-sn05.marketo.com
BIgipServer	BIgipServer	Third party	Cookie used for connection persistence and routing the request to proper server in server pool	Session	Session	Humanforce.com
cookiehub	cookiehub	First Party	Used by CookieHub to store information about whether visitors have given or declined the use of cookie	Persistent	365 days	Humanforce.com

			categories used on the site.			
lang	lang	Third party	Session-based cookie that remembers the user's selected language version of a website.	Session	Session	.ads.linkedin.com
lidc	lidc	Third party	Used by LinkedIn for routing.	Persistent	1 day	.linkedin.com
lang	lang	Third party	Session-based cookie that remembers the user's selected language version of a website.	Session		.linkedin.com
drift_campaign_refresh	drift_campaign_refresh	First Party	Used by Drift to provide Website Chat functionality.	Persistent	1 hour	Humanforce.com
drift_aid	drift_aid	First Party	Used by Drift to provide Website Chat functionality.	Persistent	730 days	Humanforce.com
driftt_aid	driftt_aid	First Party	This is the anonymous identifier token. It is used to tie the visitor on your website with the profile within the Drift system.	Persistent	730 days	Humanforce.com
ajs_anonymous_id	ajs_anonymous_id	First Party	This cookie is used to aggregate and segment data to different data tracking tools by Segment	Persistent	365 days	Humanforce.com
_ga	_ga	First Party	Contains a unique identifier used by Google Analytics to determine that two distinct hits belong to the same user across browsing sessions	Persistent	730 days	Humanforce.com
_gid	_gid	First Party	Contains a unique identifier used by Google Analytics to determine that two distinct hits belong to the same user across browsing sessions.	Persistent	1 day	Humanforce.com
_gat	_gat	First Party	Used by Google Analytics to throttle request rate (limit the collection of data on high traffic sites)	Persistent	1 day	Humanforce.com
bcookie	bcookie	Third Party	This is a Microsoft MSN 1st party cookie for sharing the content of the website via social media.	Persistent	730 days, 12 hours	.linkedin.com
_fbp	_fbp	First Party	Facebook Pixel advertising first-party cookie. Used by Facebook to track visits across websites to deliver a series of advertisement products such as	Persistent	90 days	Humanforce.com

			real time bidding from third party advertisers.			
UserMatchHistory	UserMatchHistory	Third Party	Contains a unique identifier used by LinkedIn to determine that two distinct hits belong to the same user across browsing sessions.	Persistent	30 days	.linkedin.com
AnalyticsSyncHistory	AnalyticsSyncHistory	Third Party	Used by LinkedIn to store information about the time a sync with the lms_analytics cookie took place for users in the Designated Countries	Persistent	30 days	linkedin.com
mkto_trk	mkto_trk	First Party	Allows a website to link visitor behaviour to the recipient of an email marketing campaign, to measure campaign effectiveness.	Persistent	730 days	Humanforce.com
bscookie	bscookie	Third Party	Used by the social networking service, LinkedIn, for tracking the use of embedded services.	Persistent	730 days, 12 hours	www.linkedin.com
test_cookie	test_cookie	Third Party	Used to check if the user's browser supports cookies	Persistent	1 hour	.doubleclick.net
6suid	6suid	Third Party	Registers user behaviour and navigation on the website, and any interaction with active campaigns. This is used for optimizing advertisement and for efficient retargeting.	Persistent	730 days	.6sc.co
_an_uid	_an_uid	First Party	Registers user behaviour and navigation on the website, and any interaction with active campaigns. This is used for optimizing advertisement and for efficient retargeting	Persistent	7 days	Humanforce.com
_gd_visitor	_gd_visitor	First Party	ollects visitor data related to the user's visits to the website, such as the number of visits, average time spent on the website and what pages have been loaded, with the purpose of displaying targeted ads.	Persistent	730 days	Humanforce.com

_gd_session	_gd_session	First Party	Collects visitor data related to the user's visits to the website, such as the number of visits, average time spent on the website and what pages have been loaded, with the purpose of displaying targeted ads.	Persistent	4 hours	Humanforce.com
_gd_svisitor	_gd_svisitor	First Party	Collects visitor data related to the user's visits to the website, such as the number of visits, average time spent on the website and what pages have been loaded, with the purpose of displaying targeted ads.	Persistent	730 days	Humanforce.com