

Essential Staff Ltd

Privacy Policy

Essential Staff is the UK's flexible staffing platform, empowering people to harness their skills and expertise in industries such as Hospitality & Catering, Beauty & Wellness, Events & Entertainment, Cleaning & Maintenance or any other industries whenever demand arises.

Essential Staff was founded in London in 2014, and has opened branches in London, Spain and Singapore to help secure temporary jobs for thousands of workers in various industries.

The Essential Staff app has been designed to bring two groups together – freelancers/part-time employees and business owners – to connect and exchange services with maximum automation and minimum friction.

The app's easy interface features thousands of workers and a range of businesses; experienced workers who are vetted by Essential Staff and ready at short notice; a feedback system where you can see an employee's past reviews and rate them after the shift is over. Visit Essential Staff www.essentialstaff.co.uk

Privacy Policy

Last updated July 2020

1. INTRODUCTION

This Privacy Policy details our collection, use and disclosure of personal and non-personal data you give to Essential Staff when you access or use ES online and/or mobile services, applications

and websites, and software provided by ES on or in connection with such services or websites.

The ES App (www.essentialstaff.co.uk) matches businesses with fully vetted, trained workers to accommodate their staffing needs. ES Clients (www.essentialstaff.co.uk) is a platform used by business clients to manage and hire staff accordingly. Together, the ES Candidate app and ES Client app (the “**Apps**”) are transforming and simplifying the casual workforce management for businesses (“**Clients**”) and for individuals who are seeking work on a casual basis (“**Candidates/Workers**”) who have registered to use the Apps. We are committed to protecting and respecting your privacy. This policy together with the ES APP [Candidate T&Cs](#) and [Client T&Cs](#) sets out the basis on which any personal data we collect from you, or that you provide to us, will be processed by us unless otherwise specified by you. Please read the following carefully to understand what data we collect, how that data is used and the ways it can be shared by us and you.

1.1 WHO IS RESPONSIBLE FOR YOUR INFORMATION?

Your data controller and the entity responsible for your information will depend on your location. For the purposes of this Privacy Policy, “ES”, “we”, “us” and “our” means:

- ES Online Limited if you are located in the United Kingdom;
- Essential Staff Spain if you are located in Spain; and
- Essential Staff Asia if you are located in Asia

If you are a Worker and the Client by whom you’ve been engaged uses the ES service to manage its staffing needs, in certain circumstances Essential Staff Limited is a data processor in respect of your personal data under the GDPR European Laws and the Client is the data controller.

1.3 PERSONAL AND NON-PERSONAL DATA

Personal data (“Personal Data”) refers to any information that relates to an identified or identifiable individual, and non-personal data (“Non-Personal Data”) refers to any information that does not identify you as a specific individual. Please note that at all times ES will adhere to the applicable statutory definition in determining what is and is not Personal Data for the purposes of this Privacy

Policy. Where this Privacy Policy refers to “information” or “your information” this may include both Personal and Non-Personal Data.

2. INFORMATION WE COLLECT FROM YOU

2.1 INFORMATION YOU GIVE US

- By filling in forms on the Apps or by corresponding with us by phone, email or otherwise, either as a Candidate/Worker or as a Business Client or Private Client. With regard to phone calls, we record all incoming and outgoing calls for training and quality purposes, only if you have consented to this. You may also provide us with information when you register to use the Apps or report a problem with the Apps. We ask you to disclose only as much information as is necessary to provide you with our services through the Apps or to submit a question or comment in relation to the Apps.
- If you are accessing and using the Apps as a Worker. This information includes your full name; email address; postal address; NIN (National Insurance Number); UTR number if you are self-employed or Tax Code if you are on our Payroll, photograph; profile description; contact details; copies of any ‘right to work’ documentation, which shows your ongoing entitlement to work (such as passport, visa documentation, national ID and/or resident’s permit); Certificates from awarding bodies backing up your skillsets, date of birth; bank account details; location data, to show you jobs nearby, remind you of scheduled shifts, and allow you to check-in to a shift, as applicable; certain other data, including details of any medical issues for which you may require special assistance or the processing of sick leave; background vetting information including details of unspent criminal convictions where this information is sought by Clients (while we ask the question on behalf of Clients, Workers are not obliged to provide this information); and any other details that you may provide by completing the sign up process.
- If you only access and use the Apps as an ES Candidate. We collect your name; email address; employee unique number; phone number; roles; skills; shifts worked and any other details that you may provide by completing the sign-up process.

- If you are accessing and using the Apps as a Client. Information collected includes: your name; Client name; Client address; email address; job title; registered company number; VAT number and other business contact details of your staffing managers, as well as the following information relating to any Workers whom you engage: (i) rates of pay; (ii) shifts worked; (iii) skills set; (iv) Client feedback and ratings; (v) interaction with shifts; (vi) unique identifiers and (vii) ERN number and bank account details to credit you cancellation free credits and if you are private employer we will deduct through direct debit fees for services acquired.

2.2 INFORMATION WE COLLECT ABOUT YOU

- Technical information, including the Internet protocol (IP) address used to connect your device to the Internet; your login details; browser type and version; time zone setting; browser plug-in types and versions; operating system and platform (for further information please see our Cookie Policy)
- Information about your visit, including the dates and times you use the Apps (for Workers); work opportunities you view or search for page response times; download errors; length of visits to certain pages; page interaction information (such as scrolling, clicks, and mouse-overs); methods used to browse away from the page; and any phone number used to call our customer service number (for further information please see our Cookie Policy).

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2.3 INFORMATION WE RECEIVE FROM OTHER SOURCES

- If you are a Client, we collect further information about you from credit reporting agencies, such as your credit history, for the purposes of credit risk reduction. We may combine this data with the other information we have collected about you via the Apps.
- ES Client and ES Candidate apps have a rating system for its Clients and Workers. Clients may rate Candidates based on their performance during an engagement and Candidates may also rate Clients during their engagement with that Client. Therefore, if you are a Candidate, we may receive a rating for

you from a Client and if you are a Client, we may receive a rating for you from a Candidate whom you have engaged through the Apps.

- If you are a Client, we may obtain your contact details from third party marketing companies. This information is processed in accordance with this privacy policy and applicable data protection and privacy requirements.

2.3 MINIMUM AGE OF OUR USERS

The Apps are not for use by anyone under the age of 18. However if local laws provide for an alternative minimum age for ES to lawfully provide the services in the Apps to you, then that shall apply as the applicable minimum age. In all jurisdictions outside the UK or European Union, if you are under the age of 18 or the age of majority in your jurisdiction, you must use the Apps under the supervision of your parent, legal guardian or responsible adult.

Essential Staff adopts a range of measures to try to ensure that we do not accept individuals who do not meet the minimum age and any other applicable age requirements. If you do not satisfy these age requirements, please email info@essentialstaff.co.uk.

3. USES MADE OF THE INFORMATION

3.1 USES

We use this information in the following ways:

- to carry out our obligations arising from any contracts entered into between you and us, for example, the terms which govern how we make the Apps available to you and/or provide our services to you. This means that, where you are a Worker, we will use your information to connect you with Clients and where you are a Client we will use your information to connect you with Workers;
- to evaluate and verify your skills and desired roles through interview and online assessment, if you are a Worker using the ES candidate App;

- to match your skills and desired roles to suitable engagements;
- to pay you, if you are a Worker using the ES Candidate App;
- to interact and communicate with you as part of our relationship with you as a Client or a Worker;
- to ensure timely payment of our invoices;
- to assist with the administration of the employment relationship between Workers and Clients using the ES App;
- to comply with any legal obligations to which we are subject;
- to market our services to you and to provide you with information about other applications or online services that we may offer which are similar to the Apps or the services we are supplying to you (or that you have enquired about) (for further information regarding our online marketing and advertising activities please see our Cookie Policy);
- to notify you about changes to the Apps or our services;
- to administer the Apps and for internal operations, including troubleshooting, data analysis, testing, research, statistical and survey purposes;
- to improve the Apps and to ensure that content is presented in the most effective manner for you and for your computer;
- as part of our efforts to keep the Apps safe and secure; and
- to make suggestions and recommendations to you about our other applications or services that may interest you (for further information please see our Cookie Policy);
- Information we receive from other sources. We will combine this information with information you give to us and information we collect about you. We will use this information and the combined information for the purposes set out above (depending on the types of information we receive).

3.2 LEGAL GROUNDS FOR THESE USES

We collect and process your personal data on the basis of different legal grounds, depending on the nature of the personal data being provided and the type of processing involved. The legal grounds for the processing of your personal data include:

- That the processing is necessary for the performance of a contract which you have entered into with us, including the provision of a service through the Apps, or to take steps at your request prior to entering into a contract, in which case you will be informed if providing your personal data is required;
- That you have provided consent for the processing for one or more specified purposes, such as, for example, when you opt to receive marketing communications from us or where you consent to providing your location when using the Apps;
- That the processing is essential for compliance with a legal obligation to which we are subject, for example where we are required under local laws to retain certain business records;
- The processing is essential for the purposes of the legitimate interests which we pursue, and which are not overridden by your interests or fundamental rights and freedoms requiring the protection of your personal data. An example of our reliance on this legal ground is where the processing of your information is necessary to protect the security of the Apps or where we share your personal data with our affiliates or with our third-party service providers and suppliers, as outlined further below. ES will only rely on such a ground where an assessment has been performed balancing the interests and rights involved and the necessity of the processing in order to provide our services, products and features to you.

Where it takes place, the legal basis for the processing of any information relating to your health is that it is necessary in order to comply with legal obligations in the field of employment or social security law.

4. DISCLOSURES AND TRANSFERS OF YOUR INFORMATION

4.1 SHARING YOUR INFORMATION WITH ESSENTIAL STAFF AFFILIATED ENTITIES AND WEBSITES

As mentioned above, our core mission is to connect Workers with Clients which is a mission we share with each of our affiliates. In order to support that mission, we share certain information with our affiliates. Such information sharing is governed by this Privacy Policy. We also developed the Privacy Centre as a way of educating our users about our affiliates and how we share data with them to provide the strongest product and service offerings to our users. We encourage you to visit www.essentialstaff.co.uk/privacypolicy to learn more.

Information shared by you with ES may also be shared with any ES affiliated entity, no matter where it is located, to provide you with enhanced and optimised functionality on ES APP. This aligns closely with the purposes detailed in this Privacy Policy, in particular, by strengthening ES's ability to provide a simple and effective recruitment solution that connects Clients and Workers. If you do not wish for your information to be transferred in this way you should not use the Apps.

For the purposes of this Policy, "affiliates" means any entity that directly or indirectly, controls, is controlled by, or is under common control of or with a ES entity, now or in the future. "Control" for these purposes means having a majority of shares or the right and ability to direct management. And this includes ES affiliated entities located outside the European Economic Area ("EEA"), the United Kingdom or Switzerland.

Examples of our affiliates and affiliated websites include: [Indeed](#), [Glassdoor](#), JobToday, Gumtree, IWOCA.

Such data sharing with ES affiliates will be performed for a number of specific reasons.

- *Improved Services*

To provide Workers with more personalised and improved content, performance, features and services on ES and its affiliates' sites. For example, ES and its affiliates will use your previous search and browsing history (e.g. the engagements/jobs you click on), IP address, or your profile information, to determine relevant search results. Such sharing will also be performed to facilitate improved data analysis, testing, research, and service improvement.

- *More Employers, More Job Listings and More Workers*

Such data sharing will allow Workers to access an even broader database of jobs and Clients, and for Clients to access more Workers. For example, ES will be able to recommend jobs or Clients on ES or on websites of ES affiliates, as well as facilitate applications and display engagements/job listings from the Apps to ES affiliates' websites and vice versa. ES or another ES affiliate will be able to recommend a Worker to a Client hosted by ES or to a Client hosted by an ES affiliate. Equally, an ES affiliate will be able to recommend an engagement/job listing hosted by an ES Client to a Worker hosted by a ES affiliate. ES and its affiliates will also be able to share Client data (such as account information and behavioural data) to provide a better experience to those Clients.

- *Better Security for Users*

Such data sharing will allow ES and ES affiliated entities to process your personal data for the purpose of improving user security and internal operations, troubleshooting, and detecting and preventing fraud and spam.

4.2 TRANSFERS OF INFORMATION TO CLIENTS

As noted above, ES shares Worker information with Clients through the Apps.

If you are a Worker using the ES App, by applying or signing up for an engagement with a Client you agree to the disclosure of your personal data to that Client. It should however be noted that ES provides limited information to Clients in such cases. Please also note that Clients process personal data received through the Apps as data controllers, independently responsible for their own handling of your personal data. As such, if you are a Worker, any requests to exercise your rights in respect of personal data processed by a Client should be directed to that Client.

If you are a Client, you agree to process the personal data of Workers, provided to you through the ES App, only for the purpose of (i) availing of the ES App service in accordance with the ES App Terms and Conditions which includes engaging a Worker or (ii) as otherwise required or permitted under applicable data protection laws. As a Client you further agree to comply with all of your obligations under applicable data protection laws with respect to the collection, processing and storage of Personal Data provided to you by ES.

4.3 INFORMATION SHARED WITH CLIENTS BY WORKERS

This Privacy Policy only covers the processing of personal data by ES through the Apps and any other processing by ES specifically detailed in this Privacy Policy. This Privacy Policy does not apply to, and ES is not responsible or liable for, information exchanged directly between Workers and Clients during an engagement or otherwise shared with one another outside of the Apps.

4.4 TRANSFERS OF INFORMATION TO SERVICE PROVIDERS

In order to provide you with our services through the Apps, we may share your personal data with selected third parties including:

- credit reporting agencies, if you are a Client, for the purpose of carrying out credit checks and the Disclosure and Barring Service, if you are a Worker using the ES App, for the purpose of carrying out background checks;
- our business partners, suppliers and sub-contractors in connection with our operations and for the purposes outlined above only. Examples of such suppliers include partners we use to market our products, our cloud-based communications software provider; our CRM software provider, our cloud storage provider and our document management system provider;
- analytics and search engine providers that assist us in the improvement and optimisation of the Apps;
- if we sell or buy any business or assets, in which case we will disclose your personal data to the prospective seller or buyer of such business or assets;
- if ES or substantially all of its assets are acquired by a third party, in which case personal data held by it about the Apps' users will be one of the transferred assets;
- if we are under a duty to disclose or share your personal data in order to comply with any legal obligation, or in order to enforce or apply our [Candidate T&Cs](#) and [Client T&Cs](#) and any other applicable agreements; or to protect our rights, property, or safety or that of our customers, or others.

5. TRANSFERS OF PERSONAL DATA OUTSIDE OF THE UK AND EEA

As explained in section 4, information shared by you with ES will be shared with our service providers and other ES affiliated entities, no matter where they are located, for the purpose of providing you with the Apps and improving the Apps, and any other purposes described in this Privacy Policy. This means that your personal data will be transferred to other countries, both inside and outside of the UK and the EEA.

We rely on a combination of legal mechanisms to support transfers of personal data outside of the the UK and the EEA, which may include, where appropriate, the execution of Standard Contractual Clauses to ensure that any personal data transferred is subject to appropriate safeguards; and/or transfers subject to the EU-US and Swiss-US Privacy Shield Framework certification in respect of transfers to ES affiliates or service providers in the US and other decisions from appropriate authorities that a third country provides an adequate level of protection.

5.1 PRIVACY SHIELD PRINCIPLES AND FRAMEWORK

Essential Staff Limited and ES Spain transfer certain personal data to ES Asia and other affiliates in those countries, Inc..

5.2 GDPR PROTECTIONS

Transfers made according to the Privacy Shield Framework are performed based on agreements that also incorporate the protections and requirements provided for under Chapter V (and Article 28, where appropriate) of the GDPR. This incorporates EU data protection requirements to ensure adequate protection of such personal data transfers.

5.3 INDEPENDENT DISPUTE RESOLUTION FOR INDIVIDUALS IN THE EU, UK AND SWITZERLAND

In compliance with the US-EU (applicable in all EEA countries) and Swiss-US Privacy Shield Principles, Essential Staff Ltd is committed to resolve complaints about your privacy and the collection or use of your Personal Data by Essential Staff Ltd. Individuals in the EEA, UK or Switzerland with inquiries or complaints regarding this Privacy Policy should first contact Essential Staff Ltd at dispute@essentialstaff.co.uk

Essential Staff Ltd has further committed to refer unresolved privacy complaints relating to Essential Staff Ltd and processing of your Personal Data under the EU laws. If you do not receive timely acknowledgment of your complaint, or if your complaint is not satisfactorily addressed, please email dispute@essentialstaff.co.uk for more information and to file a complaint.

There may be a possibility, under certain limited conditions, for individuals in the EEA, UK or Switzerland to invoke binding arbitration before the Privacy Shield Panel.

6. STORAGE AND RETENTION OF YOUR PERSONAL DATA

All information you provide to us is also stored on our secure servers. Where we have given you (or where you have chosen) a password which enables you to access certain parts of the Apps, you are responsible for keeping this password confidential. We ask you not to share a password with anyone.

The time periods for which we retain your personal information depend on the type of information and the purposes for which we use it. We will not retain your personal data for any longer than is necessary for the purposes of performing the processing outlined in this Privacy Policy or to preserve and protect our rights to the extent permitted by law (for example, to preserve records of a dispute) or to comply with our obligations under local law (for example, we are obliged to retain certain revenue records).

For further information on the periods for which we retain your personal information, please contact us as outlined in section 8 of this Privacy Policy.

7. AUTOMATED PROCESSING

In order to optimise the performance of the Apps for our users, ES performs automated processing of personal data including profiling in limited instances. If you are a Worker, this processing involves the Apps suggesting suitable engagements for you on our platform, on the basis of your skills, experience and previous ratings.

Where it occurs, such processing is carried out where it is necessary for the performance of our agreement with our users and to allow ES to provide its services to Workers and Clients.

To contest any decision generated by automated means or to seek further information in this respect, please contact us as outlined in section 8 of this Privacy Policy.

8. EXERCISING YOUR RIGHTS

8.1 YOUR RIGHTS

You have a number of rights in relation to how we process your personal data. These include:

- the right to access the personal data that we may hold about you;
- the right to rectify any inaccurate personal data that we may hold about you;
- the right to have your personal data that we hold about you erased;
- the right to ask us to provide your personal data in a portable format or, where technically feasible, to have your data ported to a new service provider if you no longer wish to use the Apps or our services;
- the right to request a restriction of the processing of your personal data;
- the right to object to us processing your personal data including any processing for the purposes of direct marketing or profiling.

Where our processing of your personal data is based on your consent to that processing, you have the right to withdraw that consent at any time, but any processing that we have carried out before you withdraw your consent remains lawful. Where you are providing location information, you may turn off your location services on your device at any time.

Please note that when you use our services, either as a Client or a Worker, the processing of your information, and/or that of your team who you nominate to liaise with us, will become a condition of the contract between us as we require certain information in order to be able to provide you with our services (e.g. contact information, 'right to work' documentation etc.). In those circumstances, if you do not provide certain information when requested, we may be unable to provide our services to you.

8.2 EXERCISING YOUR RIGHTS

You can exercise any of these rights any time by contacting us at dispute@essentialstaff.co.uk. Please note, we may attempt to verify your identity through the email address or telephone number associated with your use of the Apps prior to fulfilling any such request and reserve the right to deny a request where we are unable to satisfactorily complete this process. If you authorize someone to make a request on your behalf, we may also deny your request if we are unable to verify with you that the individual making the request is authorized to act on your behalf.

9. CONTACTING US & COMPLAINTS

9.1 CONTACTING US

Should you have any concerns about how we handle your personal data, we encourage you to please contact us in the first instance and we will do our best to resolve your concern.

If you are located in the United Kingdom:

Essential Staff Limited will deal with your query and you can contact us by emailing dispute@essentialstaff.co.uk.

9.2 COMPLAINTS

If you believe your data protection rights have been infringed by ES, you have the right to complain to the appropriate data protection supervisory authority.

For example if you are in the UK, you may submit a complaint to your local supervisory authority with respect to our processing of your personal data. The supervisory authority in the UK is the Information Commissioner's Office (ICO). For further details on how to complain to the ICO, please follow the links below:
<https://ico.org.uk/concerns/>
or <https://ico.org.uk/global/contact-us/>.

10. CHANGES TO OUR PRIVACY POLICY

Any changes we make to this Privacy Policy in the future will be posted on this page and, where appropriate, notified to you by email. Please check back here frequently to view any updates or changes to this Privacy Policy.

Cookie Policy

Thank you for visiting www.essentialstaff.co.uk and/or www.essentialstaff.co (“**ES**”). Together, ES Candidate and ES Client (the “**Apps**”) are transforming and simplifying casual workforce management for employers and individuals who are seeking work on a casual basis (“**Workers**”).

We use cookies to enhance your experience when you visit the Apps, either as a user of the Apps or other visitor. A cookie is a text file that websites send to a user’s computer or other internet-connected device to uniquely identify the device and browser or to store information or settings in a browser. Cookies help distinguish you from other users of the Apps and help personalise your experience.

Most web browsers automatically accept cookies, but browser settings can be changed to prevent these cookies from collecting information. You can block cookies by activating the setting on your browser that allows you to refuse the setting of all or some cookies. However, if you set your browser to block all cookies (including essential cookies) you may not be able to access all or parts of our website and some of the services you request through the Apps may not work correctly.

Two kinds of cookies are used on the Apps – session cookies and persistent cookies.

1. Session cookies are used to remember selections made when you use the Apps. Session cookies are deleted automatically when you leave the Apps or close your browser.

2. Persistent cookies are used to identify you when you return to the Apps and/or to remember specific information about your preferences. These cookies also help us understand browsing behaviour within the Apps, which can help us develop the Apps in a way we believe will be most relevant to your interests. Persistent cookies are stored on your device and are not deleted when the browser is closed, they remain in the cookie file of your browser for much longer (how long will depend on the lifetime of the specific cookie) – these cookies must be ‘manually’ deleted if you want to remove them.

First and third party cookies

We set cookies (first party cookies) on our web pages, however, where we require additional information or services, we also allow other companies to host cookies on our web pages (third-party cookies). These partner companies have been carefully selected by us.

What do we use cookies for?

The cookies we use are categorised into five groups:

1. Strictly Necessary cookies

– these cookies are used for technical reasons and are necessary to enable the Apps to operate efficiently so that you can navigate the Apps with ease and use specific features. These include, for example, cookies that enable you to log into secure areas of the Apps and cookies that help us to debug any errors. The type of personal data which may be collected through these cookies includes IP address; location data and the fact that you are logged on to the Apps. These cookies are deleted when you leave the Apps or close your browser and do not store your preferences or information beyond your current visit. If these cookies are blocked or disabled, some of the Apps' functions will not be available to you and you may not be able to use our service.

2. Performance cookies

– these cookies are used to obtain statistics about the number of users of the Apps and how such users interact with the Apps. These cookies collect information that is aggregated and therefore cannot be used to identify an individual's identity. This data is used to analyse things like how frequently people visit the Apps, how it is found and which pages are most frequently viewed. Such information allows us to continuously improve the Apps to provide users with a better online experience (such as enabling users to find what they are looking for more easily). These cookies remain on your device for varying periods with some deleted when you close your browser and others remaining on your device until deleted.

3. Functionality cookies

– these cookies are used to improve the functionality of the Apps and make it easier to use. They help us to identify you as a repeat user of the Apps and help us remember your preferences (such as choice of language, country setting or mobile device preferences, for example), which saves you time by making the user experience

easier. In order to provide these features these cookies do collect your personal information. Usually functionality cookies expire after a maximum of 2 years but they can be deleted from your browser history at any time up to the point of their expiry.

4. Analytical

– these cookies gather information about your habits when using the Apps (including the pages you have visited). We may combine such information with other personal data that we have collected about you (for example your user profile) to enhance the Apps and make them more tailored to you. These cookies may be placed on the Apps by carefully selected third parties such as Google Analytics, on our behalf (with our permission) in order to help us collect statistical data about users of the Apps and conduct market research. These cookies remain on your device for varying periods with some deleted when you close your browser and others remaining on your device until deleted.

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

5. Advertising/Targeted Cookies

– these cookies are used to deliver advertisements relevant to you, based upon your interests. They are also used to limit the number of times you see an advertisement as well as help measure the effectiveness of an advertising campaign. These cookies record your visit to the Apps, the pages you have visited and the services/features you have selected. We will use this information to make the Apps and the advertising displayed more relevant to your interests. These cookies are also used to link to social media networks and other third parties which may also use this information about your visit to target advertising to you.

We use cookies and other storage technologies and services from third-party partners such as Google, Facebook and Snapchat for measurement services, better targeting of ads and for marketing purposes. These cookies and other storage technologies and services allows us to display ES Candidate and ES Client promotional material to you on other websites you visit across the Internet.

What third party cookies do we use?

We have set out below the third parties who set cookies on our website and a brief description of how they will use the information obtained through these cookies:

Third-party name	Description
DoubleClick	DoubleClick forms part of Google's Ad Network. These cookies are set to allow Google/DoubleClick to track user activity in order to gather audience information and to allow remarketing to users.
Google	Google cookies are used to track user activity for the use of Google Analytics, marketing and advertising by Google.
Hubspot	Our marketing CRM provider Hubspot sets cookies to track user behaviour in order to inform our marketing processes.
Bing/Microsoft	Used by Microsoft Advertising services to help count valid clicks.

Please see below for a list of the third party cookies used on the Apps and further information on how they can be disabled. Although we may update this list periodically, please be advised that the names of cookies, pixels and other technologies are subject to change.

Third party cookies on ES Client & Candidate Apps:

Functionality (1)

Host	Provider	Name	Expiration	Purpose	Opt-out
.hs-analytics.net	HubSpot	__cfduid	1 year	The __cfduid cookie is used to identify individual clients behind a shared IP address and apply security settings on a per-client basis.	See links below

Targeting (27)

Host	Provider	Name	Expiration	Purpose	Opt-out
.linkedin.com	LinkedIn	Lidc Bcookie __utma __utmv	1 day 3 months 3 months 1 month	This domain is owned by LinkedIn. It typically acts as a third party host where website owners have placed one of its content sharing buttons on their pages, although its content and services can be embedded in other ways.	link

.doubleclick.net	DoubleClick	IDE Id	Persistent 3 months	This domain is owned by Doubleclick (Google). Google uses this information to inform, optimise and serve ads to you based on your past visits to our Website.	link
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.m.youtube.com	YouTube	LOGIN_INFO	Persistent	YouTube collects user data through videos embedded in the Apps, which is aggregated with profile data from other Google services in order to display targeted advertising to you across a broad range of their own and other websites. Also used by Google in combination with SID to verify Google user account and most recent login time.	link
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.youtube.com	YouTube	SID HSID PREF APISID LOGIN_INFO GPS SSID YSC SAPISID	Persistent Persistent 4 years Persistent Persistent 30 minutes Persistent Persistent Persistent	YouTube collects user data through videos embedded in websites, which is aggregated with profile data from other Google services in order to display targeted advertising to you across a broad range of their own and other websites. Also used by Google in combination with SID to verify Google user account and most recent login time.	link
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.google.com	Google	APISID SSID NID SID SAPISID HSID	3 months 3 months 6 months 3 months 3 months 3 months	Google uses the data gathered from most of these cookies to determine the interests of web users and sell advertising space to organisations based on such interests as well as aligning adverts to the content on the pages where the adverts appear.	link
.bing.com	Bing	MUID MUIDB	1 year 1 year	The Microsoft User Identifier (MUID) is used by Microsoft Advertising services to help count valid clicks.	See links below

.hubspot.net	HubSpot	__cfduid	1 year	The __cfduid cookie is used to identify individual clients behind a shared IP address and apply security settings on a per-client basis.	See links below
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Opt-out

EU – <http://www.youronlinechoices.eu/>

How do I control my cookie settings on my computer?

Please be aware that if you decide to disable or block cookies, parts of the Apps may not function correctly, or at all, and we may not be able to offer our services to you.

Should you choose however to disable or block our cookies on your device you will need to do this through your browser. Click on the 'Help' menu on your particular browser to learn how to manage your cookie preferences. You can also easily delete and manage any cookies that have been installed in the cookie folder of your browser by following the instructions provided by your particular browser manufacturer:

- [Google Chrome](#)
- [Internet Explorer](#)
- [Mozilla Firefox](#)
- [Safari \(Desktop\)](#)

- [Safari \(Mobile\)](#)
- [Android Browser](#)
- [Opera](#)
- [Opera Mobile](#)

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