Cookie Policy

By using our website you consent to our use of cookies in accordance with the terms of this Policy. This Policy explains what cookies may be sent to your computer or mobile device by our website and what we use each cookie for.

When you access our website and view our web pages on your computer or mobile device, we will record this activity and may place a 'cookie', which is a small text file, on your hard drive.

We use these cookies to improve your website experience. The cookie will help us monitor and improve our website and services. These cookies can't harm your computer or mobile device.

We don't use cookies to store any personally identifiable information about you or information which is capable of directly identifying you (such as your name and address). We use cookies to analyse trends, administer the website and gather broader demographic information.

Below are some of the cookies we use which we believe are the most important to you as a website user.

Cookie Name	What we use them for
PHPSESSID	A user identifier which alters the page based on the current request and previous requests. The session is used in multiple scenarios such as allowing a user to stay logged in to the website, showing another stage of a form process or keeping the previous page a user visited. It is cleared upon closing the browser. It cannot personally identify a user and without it some of the core features of the website may not function correctly.
_GA _GAT _GID	This cookie is associated with Google Universal Analytics - which is a significant update to Google's more commonly used analytics service. This cookie is used to distinguish unique users by assigning a randomly generated number as a client identifier. It is included in each page request in a site and used to calculate visitor, session and campaign data for the site's analytics reports.
DYNSRV	This cookie is used for load balancing to manage server traffic demand

__distillery	This cookie is used by our video player to remember where you are in a video so that if playback is interrupted (for example, by losing your internet connection) then you can get right back to where you left off.
_drip_client_{random}	This cookie remembers previous actions when browsing a page again during the same session.
wfvt_{random}	This is a WordPress Wordfence security plugin cookie to verify the user is a person and not a bot or security threat.

Third Party Cookies

We work with carefully selected third parties who may place cookies and pixels on our website as identified below.

The cookies used on our Careers page, which is powered by TribePad, are described below.

Cookie Name	What it is used for
__utma __utmb __utmc __utmv __utmz	Google Analytics is a web analytics service provided by Google, Inc. ("Google"), to help us see how our website is used. The data collected by Google Analytics is used to analyse how frequently the same people revisit the website, how the website is found (for example, from a search engine or from a job board), and which pages are most (and least) frequently viewed. This information is combined with data from every visitor to create an overall picture of website use, and is never identified individually or personally and is not linked to any other information we store about you.
PREF NID HSID SSID APISID SAPISID SS SID	These cookies are used by Google to generate images for maps (to show you where our jobs are) or to generate a CAPTCHA images to help protect our site from "spambots". Without these cookies we would not be able to register your account and you would not be able to see maps for each job.
(twitter) guest_id, k, _twitter_sess, original_referer (facebook) datr, lu (g+1) PREF, SID, HSID, SSID	These cookies are used by the social networks to allow you to share any of our pages with your network - however, nothing is shared without your explicit request to do so.
TribePad	This allows you to login to our social recruitment management platform
trackerToken-4	This is similar to Google Analytics but specifically allows us to determine which of our marketing activities from which you found our website.
visitToken-4	This is similar to Google Analytics but specifically allows us to determine which of our marketing activities from which you found our website.
youWantTheCookie	This simply allows us to remember whether you had cookies turned off or on for our site to help us keep as much functionality working as possible for you.

We use a company called Carat, a trading division of Dentsu Aegis Leeds Limited, to carry out digital advertising of our products and services. The technology behind this advertising is based on cookies. The cookies used are described below.

Cookie Name	What it is used for
MUID	Bing uses cookies to improve paid search advertising. Some common applications are to target more relevant advertising based on what's relevant to a user, which content has been viewed on the website, and to report on campaign performance. To improve conversion tracking a 1st party cookie may also be set on your domain which holds the Microsoft Click ID.
MUIDB	Bing uses cookies to improve paid search advertising. Some common applications are to target more relevant advertising based on what's relevant to a user, which content has been viewed on the website, and to report on campaign performance. To improve conversion tracking a 1st party cookie may also be set on your domain which holds the Microsoft Click ID.
_dan_uid	This cookie is used to understand the number of users to the website, and the count of sessions for returning users for online advertising driven traffic sources.
_dan_ses	This cookie is used to understand the basic website engagement quality of online advertising driven traffic sources, such as pages viewed, and time on site.
IDE	DoubleClick uses cookies to improve advertising. Some common applications are to target advertising based on what's relevant to a user, to improve reporting on campaign performance and to avoid showing ads that the user has already seen.
fr	This cookie is used to target, track, and optimise campaign performance of advertising inventory served on Facebook.
uuid	This cookie is used for measurement, reporting, campaign optimisation and audience targeting refinement of AMNET programmatic digital display advertising.
HRL8	This cookie is used for measurement, reporting, campaign optimisation and audience targeting refinement of AMNET programmatic digital display advertising.
uuidc	This cookie is used for measurement, reporting, campaign optimisation and audience targeting refinement of AMNET programmatic digital display advertising.

Most web browsers will allow you to control cookies through their settings. You can find out more information about this on your web browser's homepage or 'Help' menu. You can also find out more about cookies and how you can manage them on the website www.aboutcookies.org

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