

## COOKIE POLICY

**Latest update:** September 2025

### 1. Introduction

Workforce UK (“we,” “us,” “our”) uses cookies and similar technologies to make our website work efficiently, enhance your browsing experience, and help us understand how our site is used. This Cookie Policy explains what cookies are, the types we use, why we use them, and how you can manage your preferences.

This policy should be read alongside our Privacy Notice, which explains how we process personal data.

We will explain to you what cookies are, how we use them and how you can exercise your choices about our use of cookies.

In case we collect further personal information about you, such collection is covered by our [Privacy Notice](#).

### 1. What is a cookie and why do we use it

A cookie is a small piece of data (text file) that a website stores on your device (i.e., your computer, tablet or cell phone) in order to remember information about you and facilitate your use of the Website, improve the performance and your user experience and/or increase the relevance of our offerings on the Website and on third party websites.

For example, cookies set by us or by our partners (so-called third-party cookies) allow us to track and offer you a better user experience by remembering your saved vacancies or your language preferences when you return to the Website.

### 2. What types of cookies do we use and how long are they stored

We have explained the different types of cookies that we use below.

Type of cookies	Description
<b>Strictly Necessary Cookies</b>	These cookies are necessary for the website to function and cannot be switched off in our systems. They are usually only set in response to actions made by you which amount to a request for services, such as setting your privacy preferences, logging in or filling in forms. You can set your browser to block or alert you about these cookies, but some parts of the site will not then work. These cookies do not store any personally identifiable information.
<b>Performance Cookies</b>	These cookies allow us to count visits and traffic sources so we can measure and improve the performance of our site. They help us to know which pages are the most and least popular and see how visitors move around the site. All information these cookies collect is aggregated and therefore anonymous. If you do not allow these cookies we will not know when you have visited our site and will not be able to monitor its performance.
<b>Functional Cookies</b>	These cookies enable the website to provide enhanced functionality and personalisation. They may be set by us or by third party providers whose services we have added to our pages. If you do not allow these cookies, then some or all of these services may not function properly.

<p><b>Targeting Cookies</b></p>	<p>These cookies may be set through our site by our advertising partners. Those companies may use them to build a profile of your interests and show you relevant adverts on other sites. They do not store directly personal information but are based on uniquely identifying your browser and internet device. If you do not allow these cookies, you will experience less targeted advertising.</p>
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For more information on the specific cookies that we use, please see below for an overview of the cookies used on the Website, sorted per cookie type and confirming the lifespan of each cookie.

**3. Cookies We May Use**

**Google Analytics:** <https://developers.google.com/analytics/devguides/collection/analyticsjs/cookie-usage> & <https://policies.google.com/technologies/cookies>

**LinkedIn:** <https://www.linkedin.com/legal/cookie-policy>

**Facebook (Meta):** <https://www.facebook.com/policies/cookies/> & <https://www.facebook.com/privacy/policy>

*Note: This list will be updated periodically to reflect the cookies currently in use.*

**3. How do we use the cookies on our Website**

By default, only Strictly Necessary cookies are active. Strictly Necessary cookies allow the Website to be accessible, and without them some parts of the Website will not work. They are essential for the basic functionalities of the Website to operate.

Performance, Functional or Targeting cookies are disabled by default, but you have the chance to activate them the first time you access the Website in the Cookie banner (by clicking the “*Accept all*” button or via your customized settings) or at any other time via our Cookie Preference Centre (see below the section “*How can you manage cookies?*”)

We use industry standard cookies, as appropriate, to track your behaviour online and gain statistical information at an aggregated level to monitor the operation of the Website, to improve the Website based on performance and to assess the effectiveness of campaigns.

For example, we track the number of visits to the Website, where each visitor came from (i.e. the website you visited prior to coming to the Website) and where each visitor goes to from the Website (i.e. the website you visit after leaving ours).

**4. How can you manage cookies**

Unless you have adjusted your browser settings so that it will block cookies, our systems will issue Strictly Necessary Cookies each time you access the Website.

In the Cookie Settings, which you can access via this link, you can manage your preferences to allow or refuse the storing of cookies per type (as described at section 2 above). You can withdraw your consent at any time through that same Cookie Preference Centre.

Do note that if you disable certain types of cookies, you may be unable to access certain parts of the Website or use certain functionality.

**5. Third-party cookies**

Whilst you use the Website, you may encounter links to third-party websites and/or content from third parties.

The Website may also offer you the opportunity to further engage with us and share information with others using social networks such as Facebook, LinkedIn, and Twitter.

The third party content is added to our Website so we can keep you up to date with carefully selected information that you may find relevant or of interest, however this can result in these third-party providers storing additional cookies on your device that we have no control over.

This also means you may see third-party cookies in your browser if you have already used or accessed the website or services of that third party before or during your visit to our Website; our Website cannot block those cookies. Such third parties include [Tealium](#), [Qualtrics](#), [Hotjar](#) and [Dynatrace](#).

Consequently, we suggest you check the websites of any such third parties and their respective privacy and cookie policies for more information about their cookies and how you can manage them.

Please note however that if you choose to access third party sites through this Website, the cookies we have listed in the previous section may not form an exhaustive list.

#### **6. Changes to this Policy**

The terms of this Policy may change from time to time. We shall publish any material changes to this Policy through appropriate notices either on our Website or contacting you using other communication channels.

#### **7. Contact**

Questions, comments and requests regarding this Policy are welcomed and can be addressed directly to [info@workforceinternational.co.uk](mailto:info@workforceinternational.co.uk).