Cookie Policy

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1.   Use of Cookies and the Purpose of this policy

1.1   General

The purpose of this Cookie Policy is to provide you with the necessary information regarding Roschier's use of cookies and the storage of such cookies on your device when you access Roschier's website to enable you to choose whether you wish to enable cookies to be placed on your device or not. We use cookies in order to improve the functionality on our website, to monitor and analyze how our visitors use our website and to analyze how efficient our campaigns are.

This Cookie Policy constitutes an inseparable part of the Privacy Notice of this site. Please refer to Roschier's Privacy Notice for more information, including information on your rights and remedies under applicable law. Click here for the Privacy Policy.

1.2   What are cookies?

Cookies are small text files that are placed on your computer (or telephone or other device) by websites that you visit. According to applicable law, cookies may only be stored or accessed on your equipment with your consent, except for cookies that are strictly necessary in order to provide the services on our website.

1.3   What are web beacons?

In addition to cookies, Roschier may also use so-called web beacons. A web beacon is a type of electronic image only one pixel large which is embedded into and downloaded with a website, an application or an e-mail with HTML support. A web beacon then provides information about your device, such as the IP address, URL, duration of the visit, web browser and cookies.

1.4   What kind of cookies are used on Roschier's website and for what purpose?

Cookies may be either "**persistent**" cookies or "**session**" cookies. A persistent cookie consists of a text file sent to a web browser, which will be stored by the browser and will remain valid until its specified expiry date (unless deleted by the user before the expiry date). A session cookie, on the other hand, will expire at the end of the user session, when the web browser is closed. The purpose of using the various cookies is outlined below in this Cookie Policy.

Roschier generally divides its cookies into the following two categories (see the tables below for further details on the cookies used on Roschier's website):

(a)   *Strictly necessary cookies:* Roschier uses cookies which are strictly necessary for our website to function properly. These cookies do not collect any personal information. If you choose to reject or deactivate such strictly necessary cookies, you will not be able to use all the functions on our website. The cookies considered strictly necessary are listed in the table in section 2 below.

(b)   *Non-essential/marketing cookies:* Roschier uses non-essential/marketing cookies to identify users when they sign up to our newsletter. The purpose of

this is to be able to manage subscription and preference information for sending Roschier newsletters to the users that have signed up.

Performance cookies: Roschier uses so-called statistics/analytics cookies (Matomo Analytics) to collect information about how users use our website, such as which pages are most frequently visited and to track if any errors occur during the use of our website. The purpose of this is to evaluate and improve the performance of our website and our recruitment campaigns.

The performance and non-essential/marketing cookies are listed in the table in section 2 below.

Matomo Analytics privacy policy can be found here.

2.   Cookies

The table below describes the first- and third-party cookies we use and why we use them. Unless specified in the table, these cookies are considered strictly necessary cookies, as further described in section 1.4(a) above.

Cookie name	Type of cookie	Function	Expiry date	Party
roschier_cookies	Persistent	Necessary	1 year	First
_pk_id	Persistent	Performance	13 months	First
_pk_ref	Persistent	Performance	6 months	First
_pk_ses	Persistent	Performance	30 minutes	First
_pk_cvar	Persistent	Performance	30 minutes	First
_pk_hsr	Persistent	Performance	30 minutes	First
_pk_testcookie	Persistent	Performance	Immediate	First
mtm_consent or mtm_consent_removed	Persistent	Performance	30 years	First
mtm_cookie_consent	Persistent	Performance	30 years	First
__cfduid	Persistent	Necessary	30 days	Third
__hs_opt_out	Persistent	Necessary	13 months	First
__hssc	Persistent	Non-essential/Marketing	30 min	First

__hssrc	Session	Non-essential/Marketing	End of session	First
__hstc	Persistent	Non-essential/Marketing	13 months	First
hubspotutk	Persistent	Non-essential/Marketing	13 months	First
NID	Persistent	Necessary	6 months	Third

3.   How to Manage your Cookie Settings

You can choose whether you wish to accept cookies when entering our website. After that you can amend your settings through the "Manage cookies" link found on the bottom left-hand side corner on our website.

Most web browsers also allow you to manage the cookies listed above through the browser settings. By adjusting your web browser, you can avoid receiving cookies. However, this might result in the services on our website not functioning optimally. The method used to block cookies will depend on the web browser used. Consult the "Help" or "corresponding" menu on your web browser for instructions.

To find out more about cookies, including how to view them, what cookies have been set and how to manage and delete them, visit www.aboutcookies.org or http://www.allaboutcookies.org/.

Please note that if cookie settings in your browser are changed, the above functions specified under section 2 may not be available.

4.   Cookies and Personal Information

Personal information that Roschier stores about you may be linked to the information stored in and obtained only from session cookies. Roschier's Privacy Notice (see section 1.1 above) contains details of Roschier's collection and processing of personal data.

5.   Contact Roschier

If you have any questions about our cookies or this Cookie Policy, please contact us by email at: privacy@roschier.com.