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1.0 INTRODUCTION

The purpose of this policy is to explain to users of this website <https://talentcomplete.com/> how cookies are used on the site, the options for controlling the use of cookies and what cookies are used. Please see the information below for more information about cookies and how to manage them. You can change your cookie settings and disable some or all cookies for the website at any time at <https://talentcomplete.com/?cookiesConfig=true%20settings>.

You can also change your browser settings to prevent cookies from being placed on your device. If you have any questions about the cookies we use, please contact us on rodo@talentcomplete.com.

2.0 WHAT IS A COOKIE?

Cookies are small text files that are placed on your computer by websites you visit. They are commonly used to make websites work better or more efficiently, and to provide information to website owners. The use of cookies is now standard for most websites. If you do not wish to use cookies, you can manage and control them through your browser, including deleting cookies by deleting them from your 'browser history' (cache) when you leave the site.

Cookies do lots of different jobs, like letting you navigate between pages efficiently, remembering your preferences, and generally improving the user experience. Cookies may tell us, for example, whether you have visited the website before or whether you are a new visitor. They can also help to ensure that adverts you see online are more relevant to you and your interests.

3.0 MANAGING COOKIES ON YOUR DEVICE

We use cookies to personalise content and provide a better user experience. By using this website or app, you consent to the use of cookies. You can control and manage cookies through your browser (see below). Please note that deleting or blocking cookies may affect your user experience and some features may no longer be available.

When landing on the website, you have been given the opportunity to accept cookies used on the website, or to accept certain necessary categories of cookies and decline others. If you have accepted our use of some or all cookies, the following information relates to cookies used on the website only. Please note that any consent to accept or to decline cookies is limited to the <https://talentcomplete.com/> only and not to other pages, which may be hyperlinked to our website. For more information on cookies used by those websites, please refer to the specific privacy notice or cookie policy on those websites.

4.0 USING YOUR BROWSER TO CONTROL COOKIES

Most browsers allow you to view, manage, delete and block cookies on a website. Please note that if you delete all cookies, all the preferences you have set will be lost, including the ability to opt out of cookies, as this feature itself requires an opt-out cookie to be placed on your device. For guidance on how to control cookies in popular browsers, see below:

- Google Chrome
- Mozilla Firefox
- MacOS Safari
- Microsoft Internet Explorer

For information on additional browsers and device types, please visit <http://www.aboutcookies.org/>.

5.0 MANAGING ANALYTICAL COOKIES

You can opt out of having your anonymous browsing history recorded on our websites or applications using analytical cookies. We use the following service providers who may process the information contained in cookies as separate administrators for their own purposes. You can find out more about their privacy policies and how to opt-out of their analytical cookies by clicking the following links:

- [Google Analytics](#)

6.0 COOKIES TYPE

We use the following types of cookies on our website:

- **Necessary cookies:** This type of cookie is essential to the functioning of the website and cannot be disabled on our systems. Necessary cookies are typically used in response to actions you take, such as setting privacy options, logging in or filling in forms. You can change your browser settings to block them, but the website will then not function properly.
- **Analytical cookies:** These types of cookies allow us to measure the number of visits and collect information about traffic sources so that we can improve the performance of our website. They also help us find out which pages are most popular or how visitors navigate our site. If you block this type of cookie we will not be able to collect information about the use of the site and we will not be able to monitor the performance of the site.
- **Functional cookies:** This type of cookie helps us to improve the effectiveness of our marketing activities and to adapt them to your needs and preferences, e.g. by remembering any choices you make on the pages.
- **Session cookies:** These are temporary information stored in the browser's memory until the browser session ends, i.e. until the browser is closed. These cookies are mandatory for certain applications or functionalities to work correctly.
- **Marketing Cookies** – these cookies allow us to provide personalized and relevant services or advertising to our visitors, and to assess the effectiveness of our digital marketing activities. We also use these cookies to enable third party 'plug-ins' like social media sharing and like buttons. They also enable us to play video content.
- **Persistent cookies:** They make it easier to use frequently visited pages (e.g. they ensure optimal navigation, remember the selected resolution, content layout, etc.). This information remains in your browser's memory for an extended period of time. The length of time depends on the choice you can make in your browser settings. This type of cookie allows information to be transferred to the server each time a page is visited.

You can control whether you want to accept the use of these cookies via the cookie consent options on the website <https://talentcomplete.com/?cookiesConfig=true%20settings>.

7.0 COOKIE LIST

- Necessary cookies:

Cookie subgroup	Cookie Name	Applicable cookies	Retention period
cf_clearance	cf_clearance	third parties	11 months 4 weeks
cookieawinfo-checkbox-necessary	cookieawinfo-checkbox-necessary	First-party	11 months 4 weeks

- Analytical cookies:

Cookie subgroup	Cookie Name	Applicable cookies	Retention period
Google analytics	_ga_*	third parties	1 year 1 month 4 days
Google analytics	_ga	third parties	1 year 1 month 4 days

- Functional cookies

Cookie subgroup	Cookie Name	Applicable cookies	Retention period
talentcomplete.com	cookieawinfo-checkbox-non-necessary	third parties	11 months 4 weeks

7.0 FURTHER INFORMATION

If you would like any further information about the use of cookies on this website, please contact us at rodo@talentcomplete.com.

Please also see our privacy notice [here](#).

8.0 CHANGES TO THIS POLICY

We may make changes to this policy from time to time and the latest version of the policy will always be displayed on our website. You should check this policy from time to time to see any updates. This policy was last updated on 01.04.2026.