

Cookies on our website

Cookies are small files which websites store on your computer that contain various types of information about your visit to a website. They are not viruses or malicious software but they are generally aimed at providing you with a good experience when browsing a site by, for example, remembering your preferences so that you do not need to reset them every time you visit the website.

Cookies can record information about how you browse the internet. They can therefore be used by websites to advertise goods and services which, based on your browsing history, are similar to goods and services which you have previously searched online. This is why some users reject or delete cookies.

Cookies normally expire after a length of time which can vary from a few minutes to more than a year. Some cookies are 'session cookies' which are deleted when you close your internet browser or after a period of inactivity. Others are 'persistent cookies' which remain on your computer until their expiration date.

We do not store cookies on your computer without your consent, unless they have the sole purpose of carrying out the transmission of communications or they are strictly necessary for providing an online service.

You may restrict or block cookies which are set by any website through your browser settings. Your browser settings also allow you to clear your browsing history and delete cookies. Information about how you can do this can be found on this link <https://ico.org.uk/for-the-public/online/cookies>. Mobile devices may have their own settings and you need to refer to the manual of the device.

Restricting or disabling cookies may impact the functioning of parts of our website.

Cookies stored by us:

Necessary

Cookies	Purpose	Duration
__cf_bm	Set by Cloudflare Bot Management to help distinguish between human visitors and bots, supporting backend protection and SMTP requests.	30 minutes
cf_clearance	Confirms that the visitor has passed Cloudflare's security challenge, allowing access without repeated checks.	1 year

cookieLawInfo-checkbox-advertisement	Store your preferences about which cookie categories (e.g., analytics, ads) you're okay with; necessary for compliance with consent laws.	1 year
cookieLawInfo-checkbox-analytics	Store your preferences about which cookie categories (e.g., analytics, ads) you're okay with; necessary for compliance with consent laws.	1 year
cookieLawInfo-checkbox-functional	Store your preferences about which cookie categories (e.g., analytics, ads) you're okay with; necessary for compliance with consent laws.	1 year
cookieLawInfo-checkbox-necessar y	Store your preferences about which cookie categories (e.g., analytics, ads) you're okay with; necessary for compliance with consent laws.	1 year
cookieLawInfo-checkbox-others	Store your preferences about which cookie categories (e.g., analytics, ads) you're okay with; necessary for compliance with consent laws.	1 year
cookieLawInfo-checkbox-performance	Store your preferences about which cookie categories (e.g., analytics, ads) you're okay with; necessary for compliance with consent laws.	1 year
CookieLawInfoConsent	Store your preferences about which cookie categories (e.g., analytics, ads) you're okay with; necessary for compliance with consent laws.	1 year
PHPSESSID	Standard session cookie used by the website to maintain your login session. Expires when the browser closes.	Session
viewed_cookie_policy	Indicates whether you've viewed the cookie notice; helps ensure it's not shown repeatedly.	30 minutes
AEC	Used by Google to ensure that requests within a browsing session are made by the user and not by other sites. Helps with spam prevention and bot detection.	1 minute
DV	Set by Google to store user preferences and information for Google services (such as Google Maps and Search). Also used for ad personalization and analytics.	1 minute

NID	Stores user preferences and information, such as preferred language, number of search results shown per page, and Google SafeSearch filter settings. Also used for ad targeting.	1 minute
SOCS	Stores the user's cookie consent choices for Google services.	1 minute

Functional

Cookies	Purpose	Duration
.PassleASPXA NONYMOUS	Used by Passle to track anonymous user sessions and preferences on that platform.	13 months
wpEmojiSetting sSupports	This cookie is set by WordPress to detect whether the user's browser supports emoji rendering. It ensures emojis are displayed correctly across devices and browsers by conditionally loading emoji-related scripts.	Session
wd	Set by Meta to store the browser window dimensions. This helps optimize the display of content (such as Facebook buttons or embedded feeds).	Session
sb	Set by Meta to identify the browser for login authentication and account security features. Helps with preventing fraudulent logins and improving security.	Session

Analytics

- A. We use Google Analytics to analyse the use of our website.
- B. Our analytics service provider generates statistical and other information about website use by means of cookies.
- D. The information generated relating to our website is used to create reports about the use of our website.
- E. Our analytics service provider's privacy policy is available at the following:
<https://policies.google.com/privacy>
- F. We allow some third parties (including, for example, advertising networks and providers of external services like web traffic analysis services) to use cookies on our website. We do not have direct control over how these third parties use cookies and have included links to their privacy policies where appropriate so that you can consult these.

<https://sbjs.rocks/#/usage>

<https://www.facebook.com/privacy/policy/>

<https://www.linkedin.com/legal/privacy-policy>

Cookies	Purpose	Duration
_ga	Used to distinguish users	13 months
_gid	Used to distinguish users	24 hours
_gat*	Used to throttle request rate. If Google Analytics is deployed via Google Tag Manager, this cookie will be named <code>_dc_gtm_<property-id></code> .	1 minute
_fbp	Facebook Pixel cookie used for ad attribution and tracking user visits for up to 90 days	90 days
li_gc	LinkedIn cookies used with share buttons or ads to store browser identifiers, routing info, and cookie consent for advertising purposes	180 days
lidc	Used by LinkedIn to provide load balancing functionality.	~1 day
bcookie	Tracking and helping to keep user experience consistent when linking through to LinkedIn.	1 year
sbjs_current	Set by Sourcebuster, a JavaScript library that tracks the source of traffic (e.g., referrer, campaign parameters, landing page, etc.) for attribution and lead intelligence.	Session
sbjs_current_ad d	Set by Sourcebuster, a JavaScript library that tracks the source of traffic (e.g., referrer, campaign parameters, landing page, etc.) for attribution and lead intelligence.	Session
sbjs_first	Set by Sourcebuster, a JavaScript library that tracks the source of traffic (e.g., referrer, campaign parameters, landing page, etc.) for attribution and lead intelligence.	Session

sbjs_first_add	Set by Sourcebuster, a JavaScript library that tracks the source of traffic (e.g., referrer, campaign parameters, landing page, etc.) for attribution and lead intelligence.	Session
sbjs_migrations	Set by Sourcebuster, a JavaScript library that tracks the source of traffic (e.g., referrer, campaign parameters, landing page, etc.) for attribution and lead intelligence.	Session
sbjs_session	Set by Sourcebuster, a JavaScript library that tracks the source of traffic (e.g., referrer, campaign parameters, landing page, etc.) for attribution and lead intelligence.	Session
sbjs_udata	Set by Sourcebuster, a JavaScript library that tracks the source of traffic (e.g., referrer, campaign parameters, landing page, etc.) for attribution and lead intelligence.	Session
datr	A security cookie used by Facebook (now Meta) to identify a web browser, not a logged-in user, to help protect against malicious activity and prevent the creation of fake accounts	13 Months
hjSession*	Used to manage Hotjar user behavior sessions, feedback surveys, test-prompt minimization, and visitor-sampling across site visits.	30 minutes
hjSessionUser*	Used to manage Hotjar user behavior sessions, feedback surveys, test-prompt minimization, and visitor-sampling across site visits.	1 year
_hjClosedSurvey Invites	Hotjar cookie. This cookie is set once a visitor interacts with a Survey invitation modal popup. It is used to ensure that the same invite does not re-appear if it has already been shown.	365 days
_hjDonePolls	Hotjar cookie. This cookie is set once a visitor completes a poll using the Feedback Poll widget. It is used to ensure that the same poll does not re-appear if it has already been filled in.	365 days
_hjMinimizedPolls	Hotjar cookie. This cookie is set once a visitor minimizes a Feedback Poll widget. It is used to ensure that the widget stays minimized when the visitor navigates through your site.	365 days

_hjDoneTestersWidgets	Hotjar cookie. This cookie is set once a visitor submits their information in the Recruit User Testers widget. It is used to ensure that the same form does not re-appear if it has already been filled in.	365 days
_hjMinimizedTestersWidgets	Hotjar cookie. This cookie is set once a visitor minimizes a Recruit User Testers widget. It is used to ensure that the widget stays minimized when the visitor navigates through your site.	365 days
_hjIncludedInSample	Hotjar cookie. This session cookie is set to let Hotjar know whether that visitor is included in the sample which is used to generate funnels.	365 days
_hjid	Hotjar cookie. This cookie is set when the customer first lands on a page with the Hotjar script. It is used to persist the random user ID, unique to that site on the browser. This ensures that behavior in subsequent visits to the same site will be attributed to the same user ID.	365 days
_hjShownFeedbackMessage	This cookie is set when a visitor minimizes or completes Incoming Feedback. This is done so that the Incoming Feedback will load as minimized immediately if they navigate to another page where it is set to show.	365 days

Advertisement

In addition, we use the following advertisement specific cookies on the site:

<https://x.com/en/privacy>

<https://policies.google.com/technologies/ads>

Cookies	Purpose	Duration
_gcl_au	Google Ads cookie used for conversion tracking and ad performance analysis, typically lasting 90 days	90 days
muc_ads	Used by Twitter (X) to identify users and tailor advertisements to their interests.	13 months
personalization_id	Used by Twitter (X) to identify users and tailor advertisements to their interests.	13 months