

# Cookie Policy

Our Website uses cookies to improve the user experience and ensure that it is functioning effectively. By using or accessing our Website, you are consenting to allow us to use of Cookies as outlined below.

This Cookie Notice is part of our Privacy Statement. For more information about us, and how we protect visitor information, please see our Privacy Statement.

To provide you with more personalized and responsive service, we need to remember and store information about how you use this Website. This is done using small text files called cookies.

Cookies contain small amounts of data and are downloaded to your computer or another device by a server for this Website. Your web browser then sends these cookies back to this Website on each subsequent visit so that it can recognize you and remember things like your user preferences. You can find more detailed information about cookies and how they work at <http://www.aboutcookies.org/>.

This Cookie policy helps to explain the occasions when and why cookies may be sent to visitors to the Site (referred to in this policy as “we,” “us” or “our”). “Cookies” are text-only pieces of information that a website transfers to an individual’s hard drive or other website-browsing equipment for record-keeping purposes. Cookies allow the Site to remember important information that will make your use of the site more convenient. A cookie will typically contain the name of the domain from which the cookie has come, the “lifetime” of the cookie, and a randomly generated unique number or other value. Certain cookies will be used on the Site regardless of whether you are logged in to your account or not. Session Cookies are temporary cookies that remain in the cookie file of your browser until you leave the Site.

Whenever you use this Website, information may be collected through the use of cookies and other technologies. By using this Website, you agree to our use of cookies as described in this Cookie Notice and also to the use of cookies on the other country, regional or practice specific websites contained in deloitte.com that you may visit, as described in their accompanying cookie notices.

We use cookies to limit certain types of cyber attacks.

## **What Cookies Do We Use and Why?**

Some of the cookies we use are necessary to enable you to move around the Website and use its features such as accessing secure areas that may contain content for registered users.

We also use functional cookies to record information about the choices you have made and to allow us to tailor the site to our users; for example, to remember your language or region or that you have already completed a survey. This information is usually anonymized and is not used for any other purpose.

Our service providers and we also use analytic services to help us understand how effective our

content is, what interests our users have, and to improve how this Website works. Also, we use web beacons or tracking pixels to count visitor numbers and performance cookies to follow how many individual users access this Website and how often. This information is used for statistical purposes only, and it is not our intention to use such information to personally identify any user. However, if you have registered and signed into this Website, we may combine this information with information from our web analytic services and cookies to analyze how you use this Website in more detail.

Although currently, this Website does not use Targeting Cookies to deliver targeted advertising to Website visitors, we reserve the right to do so in the future without notice. Should we use targeting cookies; We will use cookies from third-party partners such as Google and Facebook for marketing purposes. These cookies allow us to display Indeed promotional material to you on other sites you visit across the Internet. Indeed may also share information about your behavior on the Site with third parties (including operators of third-party websites and/or social networking sites) to show you targeted advertisements and other content that has been customized for you. We also use cookies to facilitate the Indeed Targeted Ads Program. In this Program, we use cookies to determine which ads users have seen, and how many times users have seen a particular ad. We will use cookies to associate user activity with the third party website that referred the user to our Site, or to associate user activity that Indeed referred to a third party website. These third-party partner websites receive credit for the activity of users they refer to our Site or give us credit for the activity of users referred to such third party websites. We do not share any personal information or information about individual user activities with these partner entities. We also use cookies to associate user activity with the email campaign that referred the user to our Site.

Please contact us if you would like more detailed information on the cookies we use.

### **How to Control Cookies?**

By using this Website, you agree that we can place cookies on your computer or device as explained above. However, you can control and manage cookies in various ways. Please bear in mind that removing or blocking cookies can impact on your user experience and parts of this Website may no longer be fully accessible.

### **Browser Controls**

Most browsers will allow you to see what cookies you have and delete them on an individual basis or block cookies from particular or all websites. Be aware that any preference you have set will be lost if you remove all cookies, including your choice to opt-out from cookies as this itself, requires an opt-out cookie to have been set. For more information on how to modify your browser settings to block or filter cookies, see <http://www.aboutcookies.org/> or <http://www.cookiecentral.com/faq/>.

### **Managing Analytics Cookies**

Use the options in your web browser if you do not wish to receive a cookie or if you wish to set

your browser to notify you when you receive a cookie. You can easily delete and manage any cookies that have been installed in the cookie folder of your browser by following the instructions provided by your particular browser manufacturer.

- Google Chrome
- Internet Explorer
- Mozilla Firefox
- Safari (Desktop)
- Safari (Mobile)
- Android Browser
- Opera
- Opera Mobile

If your browser is not listed here, consult the documentation that your particular browser manufacturer provides. You may also consult your mobile device documentation for information on how to disable cookies on your mobile device. If you disable all cookies, you may not be able to take advantage of all the features of this Site. Please note that if you have not cleared your cookies or cache, the contents of which may affect autofill functions on the Indeed site and you are responsible for any such actions.

### **Social Buttons**

We use social buttons to enable our users to share or bookmark web pages. These are buttons for third party social media sites, and these sites may log information about your activities on the Internet including on this Website. Please review the respective terms of use and privacy policies of these sites to understand exactly how they use your information and to find out how to opt-out, or delete such information.

### **External Web Services**

We sometimes use external web services on this Website to display content within the web pages of this Website, for example, to display images, show videos or run polls. As with the social buttons, we cannot prevent these sites, or external domains, from collecting information on your use of this embedded content.

### **Email Communications**

We may also use tracking technologies to determine whether you have read, clicked on, or forwarded certain email communications we send to you so that we can make our conversations more helpful and interesting. If you do not wish us to confirm whether you have opened, clicked on or forwarded our communications, you will need to unsubscribe, as it is not possible for us to send these emails without tracking enabled. Registered subscribers can update their communication preferences at any time by contacting us, or you can unsubscribe following the instructions in the individual email communications you receive from us.

We may modify or amend this Cookie Notice from time to time at our discretion. It is your

responsibility to review this page as often you deem necessary to see updates, and you acknowledge by using our service that you accept that responsibility to regularly check for changes. We encourage you to periodically review this Cookie Notice to be informed about how we are using cookies.