

Cookie Policy

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How Does this site Use Cookies?

Our website uses cookies to distinguish you from other users of our website. This helps us to provide you with a good experience when you browse our website and also allows us to improve our site.

A cookie is a small file of letters and numbers that we store on your browser or the hard drive of your computer if you agree. Cookies contain information that is transferred to your computer's hard drive.

This site may place and access certain first party Cookies on your computer or device. First party Cookies are those placed directly by Us and are used only by Us. We use Cookies to facilitate and improve your experience of this site. We have carefully chosen these Cookies and have taken steps to ensure that your privacy and personal data is protected and respected at all times.

By using this site, you may also receive certain third party Cookies on your computer or device. Third party Cookies are those placed by websites, services, and/or parties other than us. Third party Cookies are used on this site for:

- * integration of a careers listing and job application service from a third party.

For more details, please refer to the section "List of Third Party Cookie Providers" below.

All Cookies used by and on this site are used in accordance with current Cookie laws (namely the Privacy and Electronic Communications (EC Directive) (Amendment) Regulations 2003 (SI 2003/2426) (PECR) (as amended), the UK General Data Protection Regulation and the Data Protection Act 2018).

We may use some or all of the following types of Cookie:

Strictly Necessary Cookies

Cookie falls into this category if it is essential to the operation of this site, supporting functions such as logging in, recording your consent to receive cookies and completing the contact request form or other forms on the site.

Analytics Cookies

It is important for us to understand how you use this site, for example, how efficiently you are able to navigate around it, and what features you use. Analytics Cookies enable us to gather this information, helping Us to improve this site and your experience of it.

Functionality Cookies

Functionality Cookies enable Us to provide additional functions to you on this site such as personalisation and remembering your saved preferences. Some functionality Cookies may also be strictly necessary Cookies, but not all necessarily fall into that category.

Targeting Cookies

It is important for us to know when and how often you visit this site, and which parts of it you have used (including which pages you have visited and which links you have visited). As with analytics Cookies, this information helps us to better understand you and, in turn, to make this site and advertising more relevant to your interests. Some information gathered by targeting Cookies may also be shared with third parties.

Third Party Cookies

Third party Cookies are not placed by us; instead, they are placed by third parties that provide services to us and/or to you. Third party Cookies may be used by third parties providing analytics services to Us (these Cookies will work in the same way as analytics Cookies described above).

Persistent Cookies

Any of the above types of Cookie may be a persistent Cookie. Persistent Cookies are those which remain on your computer or device for a predetermined period and are activated each time you visit this site.

Session Cookies

Any of the above types of Cookie may be a session Cookie. Session Cookies are temporary and only remain on your computer or device from the point at which you visit this site until you close your browser. Session Cookies are deleted when you close your browser.

Cookies on this site are not permanent and will expire as indicated in the tables below.

You can find more information about the individual cookies we use and the purposes for which we use them in the table below:

List of essential cookies

Name	Provider	Purpose	Expiry
__cf_bm	Monotype (fonts.com)	This cookie is used to distinguish between humans and bots. This is to correctly count the number of pages embedded fonts are used on the site.	30 minutes
wordpress_logged_in_{hash}	SSS Public Safety	Remember User session. WordPress sets the after login wordpress_logged_in_{hash} cookie, which indicates when you're logged in, and who you are, for most interface use. This cookie is set for SSS administrative users only.	Session

wordpress_test_cookie	SSS Public Safety	Test if cookie can be set. WordPress also sets wordpress_test_cookie cookie to check if the cookies are enabled on the browser to provide appropriate user experience to the users. This cookie is used on the front-end, even if you are not logged in.	Session
wp-settings-{user_id}	SSS Public Safety	Customization cookie. Used to persist a user's wp-admin configuration. The ID is the user's ID. This is used to customize the view of admin interface, and possibly also the main site interface. This cookie is set for SSS administrative users only.	1 year
wp-settings-time-{user}	SSS Public Safety	Time at which wp-settings-{user} was set. This cookie is set for SSS administrative users only.	1 year
wp-saving-post	SSS Public Safety	Auto-saving cookie: wp-saving-post is a WordPress cookie created when auto-saving a post in the editor. Used to track if there is saved post exists for a post currently being edited. If exists then let user restore the data. This cookie is set for SSS administrative users only.	1 day
wp-postpass_{hash}	SSS Public Safety	Used to maintain session if a post is password protected. This cookie is set for SSS administrative users only.	10 days

wordpress_sec	SSS Public Safety	Provides authentication function to logged-in users. This cookie is set for SSS administrative users only.	Session
itsec-hb-login-{hash}	SSS Public Safety	This cookie stores authentication information for logged in users. This cookie is set for SSS administrative users only.	60 mins

List of targeting cookies

Name	Provider	Purpose	Expiry
__hstc	Hubspot	Hubspot Tracking Cookie. It contains the domain, utk, initial timestamp (first visit), last timestamp (last visit), current timestamp (this visit), and session number (increments for each subsequent session).	6 Months
hubspotutk	Hubspot	This cookie keeps track of a visitor's identity. It is passed to HubSpot on hubspot form submission and used when deduplicating contacts. It contains an opaque GUID to represent	6 Months

__hssc	Hubspot	This cookie keeps track of sessions. This is used to determine if HubSpot should increment the session number and timestamps in the __hstc cookie. It contains the domain, viewCount (increments each pageView in a session), and session start timestamp.	30 minutes
__hssrc	Hubspot	Whenever HubSpot changes the session cookie, this cookie is also set to determine if the visitor has restarted their browser. If this cookie does not exist when HubSpot manages cookies, it is considered a new session. It contains the value "1" when present.	Session

For more information on Hubspot cookies, see this page: <https://knowledge.hubspot.com/reports/what-cookies-does-hubspot-set-in-a-visitor-s-browser>

List of Third Party Cookie Providers:

Please note that the following third parties may also use cookies, over which we have no control.

Third party cookies are set by JobAdder (JobAdder Operations Pty Ltd) on pages where embedded job listing and application functions are used. Read their privacy policy here for more information: <https://jobadder.com/gb/privacy-policy/>

Consent and Control

Before Cookies are placed on your computer or device, you will be shown a popup banner requesting your consent to set those Cookies. By giving your consent to the placing of Cookies you are enabling us to provide the best possible experience and service to you. You may, if you wish, deny consent to the placing of Cookies unless those Cookies are strictly necessary; however certain features of the site may

not function fully or as intended. You can return to your Cookie preferences to review and/or change them at any time by clicking the link in the footer of the website.

In addition to the controls that we provide, you can choose to enable or disable Cookies in your internet browser. Most internet browsers also enable you to choose whether you wish to disable all Cookies or only third party Cookies. By default, most internet browsers accept Cookies but this can be changed. For further details, please consult the help menu in your internet browser or the documentation that came with your device.

The links below provide instructions on how to control Cookies in all mainstream browsers:

- * Google Chrome: <https://support.google.com/chrome/answer/95647?hl=en-GB>
- * Microsoft Internet Explorer: <https://support.microsoft.com/en-us/kb/278835>
- * Microsoft Edge: <https://support.microsoft.com/en-gb/products/microsoft-edge> (Please note that there are no specific instructions at this time, but Microsoft support will be able to assist)
- * Safari (macOS): https://support.apple.com/kb/PH21411?viewlocale=en_GB&locale=en_GB
- * Safari (iOS): <https://support.apple.com/en-gb/HT201265>
- * Mozilla Firefox: <https://support.mozilla.org/en-US/kb/enable-and-disable-Cookies-website-preferences>
- * Android: <https://support.google.com/chrome/answer/95647?co=GENIE.Platform%3DAndroid&hl=en> (Please refer to your device's documentation for manufacturers' own browsers)

Further information on controlling cookies in your browser is available here: www.allaboutcookies.org or www.youronlinechoices.eu.

Changes to this Cookie Policy

We may alter this Cookie Policy at any time. Any such changes will become binding on you on your first use of Our Site after the changes have been made. You are therefore advised to check this page from time to time. If you have previously visited the site and the cookie policy has changed you will be asked to consent to setting cookies the next time you visit.

In the event of any conflict between the current version of this Cookie Policy and any previous version(s), the provisions current and in effect shall prevail unless it is expressly stated otherwise.

