

Cookie statement

Version 1 – 19/10/2022

1. Who are we?

We are Toba HR Solutions NV, a company incorporated under Belgian law, having its registered office at Romeinsesteenweg 564/4, 1853 Strombeek-Bever, Belgium, (“Toba HR Solutions”, “we”) and registered with the Crossroads Bank for Enterprises under enterprise number 0476.252.776

We at Toba HR Solutions provide a solution that automates and streamlines all processes in human capital: planning, remuneration, training, administration, management ...

We value your right to privacy and make every effort to protect your personal data in accordance with applicable data protection law, including the General Data Protection Regulation (EU) 2016/679 (“GDPR”) and national implementing legislation. This cookie statement is intended to inform you about the features and purposes of the cookies that we use. We also invite you to read our Privacy Policy, which sets out the rules regarding privacy protection which apply to our websites.

2. What are cookies?

Cookies are small data or text files which are placed and stored on your local computer when you visit our website www.tobahrsolutions.be. Cookies help Toba HR Solutions to do different things, such as enabling certain features on our website or measure how visitors such as you use our website.

Our objective with the use of cookies is to enable you to use our website conveniently and to provide you with the best possible service during your site visits. They enable us to optimize our website.

3. Your consent

When you visit our website for the first time, we call your attention to our cookies statement by way of a cookie banner, so that if you wish you may configure your browser settings to limit or block the use of cookies. We also inform you how to consent to their use. Cookies are essential for us to optimize every visit to the website. For example, cookies remember every technical choice the user has made (e.g. choices regarding language, newsletter, etc.) and help to offer the user all relevant services and suggestions. The cookies with their different purposes are described more in detail under article 4 and 5 of this Cookie Policy. You are free to accept or reject the cookies. However, you should be aware that if you refuse to accept cookies, this might make your browsing session on our website less convenient, or even impossible if you reject functional cookies.

4. Types of cookies

Cookies can be divided into categories according to their origin, function and lifetime.

1. Origin:

- **First-party cookies (direct cookies):** these cookies are set by Toba HR Solutions during your visit to one of our sites.
- **Third-party cookies (indirect cookies):** these cookies are set by a third party when you visit a Toba HR Solutions website, such as cookies set by Google, Twitter or Facebook. With regard

to cookies set by third parties we refer you to the statements on their own websites. Please note that Toba HR Solutions has no influence whatsoever either on the contents of these statements or on the actual contents of the cookies set by these parties.

2. Function:

- **Strictly necessary cookies:** these cookies are required in order to browse our website.
- **Functional cookies:** these cookies allow our website to remember your preferences. They include login cookies, registration cookies and language preference cookies. Functional cookies are first-party cookies.
- **Performance cookies:** these cookies are set on the website for statistical, social or commercial purposes or to generate general visitor profiles. The purpose of performance cookies is basically to make your browsing session easier, more convenient and more enjoyable. Performance cookies may be first-party or third-party.
 - Cookies set for statistics purposes enable the site managers to see which website pages you have visited and to geographically locate the computer/device used, e.g. Google Analytics.
 - Cookies set for social purposes enable users to share website content on the social networks: Twitter, Facebook, etc. if they wish.
- **Marketing cookies:** these cookies are placed on the website for marketing purposes.
 - Cookies set for profiling purposes enable the site managers to establish user profiles so as to be able to display advertising suited to their main interests: e.g. DoubleClick cookies.

Cookies set for advertising purposes record the advertisements that have been displayed during a user’s browsing sessions and their frequency. A number of cookies of this kind are used by Google Analytics. Convenience cookies may be either first-party or third-party cookies.

3. Lifetime:

- **Persistent cookies:** also known as 'tracking cookies', these outlast an individual session and remain on your hard disk for a predefined period of time or until you choose to delete them.
- **Session cookies:** these are temporary cookies that enable visitors to navigate quickly and easily through the site during a browsing session. A browsing session begins when the visitor opens the browser window and ends when the visitor closes the window. All session cookies are deleted when you close your browser. Session cookies are usually functional cookies.

5. Our use of cookies

When you use our website, we will place the following cookies:

Cookie	Origin	Function	Lifetime
_cfduid	Cloudflare	Strictly necessary This cookie helps us detect malicious visitors to our website and minimizes blocking legitimate users.	1 year
DSID	DoubleClick		2 weeks

IDE	DoubleClick	Marketing These cookies are created by Google DoubleClick and are used to show personalized advertisements (ads) based on previous visits to our website.	2 months
1P_JAR	Google	Marketing These cookies are used by Google to display personalized advertisements on Google sites, based on recent searches and previous interactions.	1 month
APSID			2 years
NID			6 months
SID			2 years
APISID	Google	Marketing These cookies enable Google to collect user information for videos hosted by YouTube.	2 years
HSID			2 years
SSID			2 years
SIDCC			3 months
SAPISID			2 years
DV	Google	Marketing These cookies are used by Google Analytics to construct an anonymous user profile and to track the effectiveness of advertisements.	10 minutes
CONSENT			
AMCV_14215E3D5995C57C0A495C55%40AdobeOrg	LinkedIn	Marketing LinkedIn uses this cookie to store and analyze LinkedIn users.	2 years
UserMatchHistory	LinkedIn	Marketing LinkedIn Ads ID syncing, This cookie is used to track visitors so that more relevant ads can be presented based on the visitor's preferences.	1 month
_lipt	LinkedIn	Marketing	1 month
bcookie			2 years

liap		These cookies allow LinkedIn to enable sign-in functionality, track user behavior and gather advertising analytics.	1 month
aam_uuid	Linkedin	Marketing Adobe Audience Manager - data management platform uses these cookies to assign a unique ID when users visits a website.	1 month
li_oatml	Linkedin	Marketing Member indirect identifier for conversion tracking, retargeting, analytics.	1 month
lidc	Linkedin	Marketing Used for routing to allow LinkedIn to enable sign-in functionality, track user behavior and gather advertising analytics.	1 day
lang	LinkedIn	Functional Session-based cookie used for Sign-in with LinkedIn and/or for LinkedIn follow feature. Also language settings for LinkedIn.	End of session
_ga	Google Analytics	Performance	2 years
_gat_UA-41123426-3	Google Analytics	Google Analytics cookies allow us to measure and determine how you use our website.	1 minute
_gid	Google Analytics		1 day
_hjid	Hotjar	Performance 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	1 year

		attributed to the same user ID.	
_hjCachedUserAttributes	Hotjar	Performance Hotjar cookie. This cookie stores User Attributes which are sent through the Hotjar Identify API, whenever the user is not in the sample. These attributes will only be saved if the user interacts with a Hotjar Feedback tool.	End of session
_hjIncludedInSample	Hotjar	Performance 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.	1 year
SERVERID	Toba HR Solutions	Performance To provide an improved and faster server time, the ServerID cookie remembers which server should handle the user's requests	End of session
_cookieAgreed	Toba HR Solutions	Strictly necessary This cookie stores user's preferences in relation to the use of cookies.	3 months
_utma	Google Analytics	Performance This cookie is used by Google Analytics to distinguish users and sessions.	2 years
_utmb	Google Analytics	Performance This cookie is used by Google Analytics to determine new sessions.	30 minutes

_utmc	Google Analytics	Performance This cookie is used by Google Analytics to determine end of sessions.	End of session
_utmt	Google Analytics	Performance This cookie is used by Google to throttle the request rate to Google's servers.	10 minutes
_utmv	Google Analytics	Performance This cookie is used by Google to create custom visitor-level variables for customizing what can be measured.	2 years
_utmz	Google Analytics	Performance This cookie is used by Google Analytics to track the source of website traffic or specific UTM campaigns.	6 months

6. Our use of the Facebook Pixel

Our website may use the [Facebook Pixel](#). This is an invisible image that is included on the pages of our website and that is stored on Facebook's servers. Each time you open a page of our website where this pixel has been recorded, this pixel is downloaded to your device from that Facebook server. The following data is provided to Facebook: your IP address and the specific characteristics of your device (e.g. type, operating system, specific software and hardware).

While we cannot link this information to you, Facebook may do so if you also have a profile on Facebook. To this end, Facebook acts as the data controller. We therefore invite you to consult Facebook's privacy policy in order to learn about the purposes (including advertising purposes) for which the information collected by Facebook is used. We only receive statistical information from Facebook itself and not your personal data.

If you do not wish to receive certain marketing, you can adjust your advertising preferences in your personalized Facebook page. Finally, via the settings of your mobile device, you can also indicate that the machine data cannot be communicated to third parties.

7. Adjusting your browser settings

Any time you wish, you can adjust your browser settings for accepting or rejecting cookies. These settings can generally be found in your browser's Options or Settings menu.

8. Contact details

If you have questions about this cookie statement, you can contact Toba HR Solutions by e-mail: legal@tobahr.be

9. For more info on cookies

At www.allaboutcookies.org you can learn more about how cookies work.

The Internet Advertising Bureau (IAB), an alliance of online advertising agencies, offers a lot of useful information and advice on behavioral advertising and online privacy at <http://www.youronlinechoices.eu/>