

Cookie Policy for VONQ's Job Marketing Platform

Updated: 28 May 2019

VONQ B.V. (“**VONQ**”, “**us**”, “**our**” or “**we**”) is committed to being transparent about the Cookie technologies that are used. This Cookie Policy explains how and why cookies and comparable tracking techniques such as pixels (collectively “**Cookies**”) may be stored on and accessed from your device when you use or visit platform.vonq.com (“**Platform**”). This Cookie Policy should be read together with our Privacy Policy which can be found here: <https://www.vonq.com/nl/privacy-policy/>.

About Cookies

A Cookie is a simple small file that is sent with pages from this Platform and stored by your browser on the hard disk of your device, so that you can be recognised. These do not damage your computer and do not contain harmful software. We place and store cookies for different reasons, such as to see how visitors use our Platform.

1. Functional cookies – Cookies that ensure the Platform works properly

This type of Cookies is used to allow correct functioning of the Platform. These are essential to have on the Platform. Below is a list of the functional Cookies as placed, their purpose, and how long they are active.

Name	Placed by	Purpose	Duration
PHPSESSID	VONQ	Identifies a user session, and tracks data for a user while travelling through a series of pages on the site. Preserves user session state across page requests.	When you close your browser.
Pastease.passive.activated.LoQrGaqSluxyiG6	VONQ	The cookie states that the selected visitor will actually see the form (of the type of tab), for example because he is in the correct part of the website.	30 days.
Pastease.passive.chance.LoQrGaqSluxyiG6	VONQ	The cookie indicates whether the visitor has been selected to see the feedback form (tab type).	1 year.

SL_C_23361dd03553 0_KEY SL_C_23361dd03553 0_SID SL_C_23361dd03553	VONQ	These are website functioning cookies.	2 years.
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0_VID			
intercom-session-jrnjmc cp1	VONQ (for Intercom)	Keeps track of sessions and allows for instant messaging.	This session cookie is refreshed on each successful logged-in ping, extending it to 1 week from that moment. The user can access their conversations and have data communicated on logged out pages for 1 week, as long as the session isn't intentionally terminated, as would happen in logout

2. Analytical Cookies – Cookies that allow us to track the use of the Platform

We try to measure continuously which parts of the Platform are most interesting for our visitors, e.g. by using third party software to analyse the number of visitors of our site and the most popular items. We use Cookies for this purpose.

The data we collect is turned into statistics, allowing us insight into the frequency our webpage is visited, where visitors spend most time, etc. Although not essential and you can block these, they allow us to make the structure, navigation and contents of the Platform as user-friendly for you as possible. We do not trace back the statistics and other reports to individuals.

Below is a list of the analytics Cookies, their purpose, and how long they are active.

Name	Placed by	Purpose	Duration
_ga _gat_UA-1739667	VONQ (for Google Analytics)	This is used to distinguish users for Google Analytics .	2 years
_gcl_au	VONQ (for Google Analytics)	Used by Google AdSense to experiment with the efficiency of advertisements on websites that use their services.	3 months

		Enables us to understand how a user to our Platform uses the Platform by generating analytical data.	
_gid	VONQ (for Google	Records a unique ID	1 day

	analytics)	that is used to generate statistical data on how the visitor uses the Platform.	
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3. Advertising – Cookies to show advertisements

Some ads (or video clips) use Cookies. We, and third parties, place these advertisements on or outside of our Platform. These cookies are not necessary, but allow for relevant adverts to show even when you leave the Platform. For example, if you are viewing platforms for posting an electrical engineer job position, you will see relevant adverts on other pages to apply.

If these Cookies are not used or you have not provided your consent to us to place them, you will still see advertisements on our Platform and other pages. Some advertisements do not use Cookies. These advertisements may be randomised. These may therefore be less personalised or relevant to you.

Below is a list of the advertisement Cookies as placed, their purpose, and how long they are active.

Name	Placed by	Purpose	Duration
_fbp	VONQ (Facebook)	Used by Facebook to deliver a series of advertisement products such as real time bidding from third party advertisers.	3 months.

4. Interests - Cookies for behaviour-dependent content delivery of a webpage

Our goal is to provide the most relevant information possible to our Platform visitors. That is why we try to tailor our Platform to each visitor. We not only do so using the contents of our Platform but also through the ads shown.

To allow us to make these changes, we try to get a picture of your probable interests based on the websites you visit on the Internet without building a personal profile. Based on these interests we tailor the contents and advertisements on our Platform to various groups of customers. E.g., based on your surfing behaviour you can be included in a specific category, such as 'IT Company'. The content offered to this group may therefore be different from the content shown to the category 'Legal Company'.

Third parties that place Cookies through our Platform can also try to assess your interests this way. Information about your current Platform visit can in that case be combined with information of earlier visits to other websites.

If these non-essential Cookies are not used, this does not mean you will no longer see any ads on our site. In that case, the ads will no longer target your interests.

Below is a list of the interests Cookies as placed, their purpose, and how long they are active:

Name	Placed by	Purpose	Duration
DSID	.doubleclick.net	This cookie is used for re-targeting, optimisation, reporting and attribution of online adverts.	2 weeks.
IDE	.doubleclick.net	This cookie is used for re-targeting, optimisation, reporting and attribution of online adverts.	2 months.

5. Other / unforeseen Cookies

Because of the way the Internet and websites function, we may not always be aware of Cookies placed by third parties through our Platform. This will especially be the case if our webpages contain so-called embedded elements; these are texts, documents or video clips hosted by another party and shown on, in or through our Platform.

Please let us know if you come across Cookies on this Platform that fall in this category and we therefore did not mention above. Or contact the third party directly to ask what Cookies they use, the reason, how long the Cookie lasts and how they safeguard your privacy.

6. Browser settings

If you do not wish any Cookies to be placed on your computer, you can change your browser settings so you will receive a warning before a Cookie is placed on your computer. You can also change the settings so that your browser rejects all Cookies or third-party Cookies only. You can also remove Cookies already placed. Please be aware that these settings have to be changed in each browser and computer you use.

If you do not wish to receive any Cookies we can no longer guarantee that our Platform works correctly. Some of the functions of the Platform may be disabled or you may even not be able to see some websites at all. Rejecting Cookies or enabling the 'do not track' feature does not mean you will no longer see ads either, only that the advertisements will no longer match your interests and will be repeated more often.

The way settings can be changed is different in each browser. If necessary, please consult the help function of your browser or click on one of the following icons to go to the manual of your browser directly. You can visit www.youronlinechoices.eu if you wish to disable Cookies of specific parties only.

- [Chrome](#)
- [Firefox](#)
- [Internet Explorer](#)
- [Safari](#)
- [Opera](#)

Final remarks

We will have to amend this Cookie policy from time to time, e.g. because our Platform or Cookie regulations change. We may change the content of the policy and the Cookies included in the lists at all times and without prior warning. The latest version can be found on this Platform or on www.vonq.com.

If you still have questions and/or wish to make a comment, please contact legal@vonq.com.