

Cookie Policy

This Notice is issued by Equitone, represented in Canada by Europanel Overseas NV

What are cookies?

This website uses cookies to better the user's experience while visiting the website. Cookies are small files saved to the user's computer or mobile device that track, save and store information about the user's interactions and usage of the website. This allows the website, through its server, to provide the users with a tailored experience within this website.

This website uses tracking software to monitor its visitors to better understand how they use it. This software is provided by Google Analytics which uses cookies to track visitor usage. The software will save a cookie to your computer or mobile device in order to track and monitor your engagement and usage of the website, but will not store, save or collect personal information. You can read Google's privacy policy here for further information (<http://www.google.com/privacy.html>).

Cookies are small text files that may be stored on your computer or other device when you visit a website. They are generally used to make websites work, to keep track of your movements within the website, to remember your login details, and so on.

There are different types of cookies, and they can be distinguished on the basis of their origin, function and lifespan. Important characteristics of cookies include the following:

- First party cookies are cookies that are placed by the website you are visiting, while third party cookies are placed by a website other than the one you are visiting. Please note that we do not control the collection or further use of data by third parties.
- Necessary cookies are necessary to allow the technical operation of a website (e.g., they enable you to move around on a website and to use its features).
- Performance cookies collect data on the performance of a website such as the number of visitors, the time spent on the website and error messages.

- Functionality cookies increase the usability of a website by remembering your choices (e.g. language, region, login, and so on).

- Targeting/advertising cookies enable a website to send you personalized advertising.

- Session cookies are temporary cookies that are erased once you close your browser while persistent or permanent cookies stay on your device until you manually delete them or until your browser deletes them based on the duration period specified in the persistent cookie file.

More information on all aspects of cookies can be found on www.allaboutcookies.org. Please note that Equitone, represented in Canada by Europanels Overseas NV has no affiliation with, and is not responsible for, this third party website.

What types of cookies do we use?

1. Strictly necessary cookies

These types of cookies are essential in order for you to move around the website and use its features (such as secure areas of the site, like “My Account”)

2. Performance cookies

These cookies collect anonymous information of the pages visited, by using the Equitone website, represented in Canada by Europanels Overseas NV, you agree that we can place these cookies on your device.

These cookies collect information about how visitors use the website, for example, which page is visited, and if there are any error messages. All information collected from these cookies is anonymous.

3. Functionality Cookies

To help improve the experience that you have on our website, these cookies are used to remember choices that you have made.

These cookies can be used to remember name, region in which you are located and changes that you have made to text size, font and other parts of the website that can be customised.

4. Targeting or Advertising Cookies

These cookies collect information about your browsing habits in order to make advertising more relevant to you and your interests.

They can also be used to limit the number of times you see an advertisement. They are usually placed by advertising networks with our permission, they remember that you have visited the website and this information is shared with other organisations such as advertisers.

5. Remarketing Cookies

We use remarketing tracking cookies and conversion pixels from third parties such as Google, Facebook and Twitter to present adverts for our services and products over the Google Network and via Facebook and Twitter.

This will mean that you may see an ad for our services or products as a result of visiting our website.

Your personally identifiable information is not used by any remarketing services other than to present you with our services and products.

6. Other websites

This website may contain links to other websites or platforms which are outside of our control and not covered by this policy, you should consult the privacy policy of that website or platform.

An overview of the cookies used on this website is set out in the following table.

| Cookie | Name of cookie | Type of cookie (session, or persistent) | Purpose of cookie |
|------------------|----------------|---|---|
| Google Analytics | __utma | Persistent | Used to calculate new and returning visitor statistics. It is used by Google Webmaster and Analytics. |
| | __utmb | Persistent | It counts the duration of a session/visit of a user. |
| | __utmc | Persistent | It counts the duration of a session/visit of a user. |
| | __utmt | Persistent | Used to throttle request rate. |
| | __utmz | Persistent | Used to collect information anonymously about how visitors use the site. |
| | _ga | Persistent | Used to distinguish users. |

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|-------------------|------------------------------|------------|--|
| | _b | Persistent | Used for content sharing. |
| | _ga_gat | | |
| | _gid | | |
| | 1P_JAR | | |
| | APISID | | |
| | DV | | |
| | HSID | | |
| | NID | | |
| | SAPISID | | |
| | SID | | |
| | SIDCC | | |
| | SSID | | |
| | UULE | Persistent | These cookies are used to collect information about how visitors use our Site. We use the information to compile reports and to help us improve the Site. The cookies collect information in an anonymous form, including the number of visitors to the Site, where visitors have come to the Site from and the pages they visited. If you do not allow these cookies we will not be able to include your visit in our statistics. You can read the full Google Analytics privacy policy at: http://www.google.com/policies/privacy/ . |
| Pinterest | _pinterest_cm | Persistent | Used for content sharing. |
| | _pinterest_pfob | Persistent | This cookie identifies the source of traffic to the site - so Google Analytics can tell where visitors came from when arriving on the site. |
| | Csrftoken | Persistent | Used for content sharing. |
| | mp_ec105c7498f02195 cf3c945a | Persistent | Cookies from Mixpanel setting by Pinterest. |
| | Pinterest-AdmissionToken | Persistent | Enables Pinterest functionality. |
| Facebook buttons. | act | Persistent | Allows you to control the "Follow us on Facebook" and "Like" buttons. |
| | csm | Persistent | Allows you to control the "Follow us on Facebook" and "Like" buttons. |
| | datr | Persistent | Allows you to control the "Follow us on Facebook" and "Like" buttons. |

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|----------|----------------------|------------|--|
| | fr | Persistent | Allows you to control the "Follow us on Facebook" and "Like" buttons. |
| | p | Persistent | This is a session cookie. |
| | c_user | Persistent | This cookie contains the user ID of the currently logged in user. |
| | i_user | Persistent | This cookie contains the user ID of the currently logged in user. |
| | lu | Persistent | Used to manage how the login page is presented to the user. |
| presence | | Session | This is a session cookie. |
| | xs | Persistent | The values contained within the xs cookie are: <ul style="list-style-type: none"> • The first portion is an up-to-two digit number representing the session number. • The second portion is a session secret. • The third, optional, portion is a secure flag, which is used if the user has enabled the secure browsing feature. |
| Twitter | _twitter_sess | Persistent | Used by Twitter services, to monitor referral links, and login status. |
| | auth_token | Persistent | This cookie saves information about the authentication token that a user uses to connect. |
| | guest_id | | |
| | lang | | |
| | pid | | |
| | kdt | | |
| | remember_checked_o n | Persistent | "Follow Button" Twitter plugin is used to help market the business using Twitter. The plugin detects whether a user is logged in to Twitter when he visits a website and uses this information to present either a "Follow" or "You Follow" message with various other details from Twitter. The plugin creates four ThirdParty cookies (pid, _twitter_sess, kdt, guest_id) if a visitor accesses the site when not logged into Twitter, and creates further cookies if accessed while logged on to Twitter. |
| YouTube | PREF | Persistent | This cookie stores your preferences and other information, in particular preferred language, how many search results you wish to be shown on your page, and whether or not you wish to have Google's SafeSearch filter turned on. |
| | VISITOR_INFO1_LIVE | Persistent | A cookie that YouTube sets that measures your bandwidth to determine whether you get the new player interface or the old. |
| | use_hitbox | Session | The use_hitbox cookie increments the 'views' counter on YouTube video. |

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|-------------------|----------------------------|------------|---|
| | YSC | Session | This cookie is set by the YouTube video service on pages with embedded YouTube video. |
| LinkedIn | lidc | Persistent | Used for routing. |
| | bcookie | Persistent | Browser ID cookie. |
| | bscookie | Persistent | Secure browser ID cookie. |
| | L1c | Session | Browser ID cookie. |
| | ELOQUE | Persistent | This cookie is used for managing user session on the website. |
| Google AdServices | AID | Persistent | Used to link your activity across devices if you've previously signed in to your Google Account on another device. |
| ASP.NET | ASP.NET_SessionId | Session | Used to store a unique identifier for your session. The session cookie is not persisted on your hard disk. |
| Hotjar | _hjClosedSurveyInvites | Persistent | 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. |
| | _hjDonePolls | Persistent | 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. |
| | _hjMinimizedPolls | Persistent | 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. |
| | _hjDoneTestersWidgets | Persistent | 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. |
| | _hjMinimizedTestersWidgets | Persistent | 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. |
| | _hjIncludedInSample | Persistent | 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. |
| Google | IDE | Persistent | Google advertising cookie used for user tracking and ad targeting purposes. |
| | NID | Persistent | Google tracking cookies. |
| | SNID | Persistent | Google tracking cookies. |
| | SIDCC | Persistent | Google tracking cookies. |

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|----------|-----------------------------|------------|---------------------------|
| Sitecore | SC_ANALYTICS_GLOBAL_COOKIE | Persistent | Sitecore tracking cookie. |
| | SC_ANALYTICS_SESSION_COOKIE | Persistent | Sitecore tracking cookie. |
| | Cookie_condition | Persistent | Cookie acceptance. |

Please note that the processing of your personal data in connection with cookies, and for other purposes, is governed by our Privacy Policy.

In addition, we may also use web beacons (or clear GIFs) and other similar technologies in addition to, or in combination with, cookies. A web beacon is typically a transparent graphic image (usually 1 pixel x 1 pixel) that is placed on a website or in an email and it helps us to understand the behaviour of visitors to our website. More information on web beacons can be found at

<http://www.allaboutcookies.org/faqs/beacons.html>. Please note that Equitone, represented in Canada by Europanels Overseas NV has no affiliation with, and is not responsible for, this third party website.

How can you control cookies and web beacons?

Most internet browsers are set to automatically accept cookies. Depending on your browser, you can set your browser to warn you before accepting cookies, or you can set it to refuse them. Please refer to the 'help' button (or similar) on your browser to learn more about how you can do this.

Disabling cookies may impact your experience on our websites.

If you use different devices to access our websites, you will need to ensure that each browser of each device is set to your cookie preference.

More information on how to manage cookies is available from: <http://www.allaboutcookies.org/manage-cookies/>. Please note that Equitone, represented in Canada by Europanels Overseas NV has no affiliation with, and is not responsible for, this third party website.

In addition, you may opt-out from cookies by visiting the following sites and selecting which company's cookies you would like to opt-out from: <http://www.aboutads.info/choices/#completed> and <http://www.youronlinechoices.com/>. Please note that Equitone, represented in Canada by Europanels Overseas NV has no affiliation with, and is not responsible for, these third party websites.

Last updated