Cookie Policy
Elevate Staffing Limited

Effective date: 27th September 2023

This Cookie Policy describes the different types of cookies and similar technologies that may be applied on the Elevate Staffing Site and associated subdomains.
Subdomains are as follows:

UK: https://weareelevate.global/
FR: https://weareelevate.global/fr/
DE: https://weareelevate.global/de/
US: https://weareelevate.global/usa/
AT: https://weareelevate.global/aut/

What is a Cookie?

Cookies are text files containing small amounts of information which are downloaded to your device when you visit a Site. Cookies are then sent back to the originating Site on each subsequent visit, or to another Site that recognizes that cookie. Cookies are useful because they allow a Site to recognize a user's device. You can find more information about cookies at:

- www.allaboutcookies.org
- www.youronlinechoices.eu

Cookies do lots of different jobs, like letting you navigate between pages efficiently remembering your preferences, and generally improve your website experience. They can also help to ensure that adverts you see online are more relevant to you and your interests.

Most Sites you visit will use cookies in order to improve your user experience by enabling that Site to 'remember' you, either for the duration of your visit (using a 'session cookie') or for repeat visits (using a 'persistent cookie').

Cookies may be set by the Site you are visiting ('first party cookies') or they may be set by other Sites who run content on the page you are viewing ('third party cookies').

Cookies used on this Site

Elevate Staffing ("us"/"our"/"we") uses first party and third party cookies. We use cookies in order to make this Site easier to use, to support the provision of information and functionality to you, as well as to provide us with information about how this Site is used so that we can make sure it is as up to date, relevant and error free as we can.

Further information about the types of cookies that are used on this Site is set out in Elevate Staffing's Data Privacy Statement. To the extent any Personal Information is collected through cookies, the Data Privacy Statement applies and compliments this Cookie Policy.

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By continuing to browse the Site you are agreeing to our use of cookies and the cookies notice at the top of your browser will disappear. If you block our use of cookies, you may be unable to access certain areas of our Site and certain functions and pages will not work in the usual way. Doing so may also affect our ability to update this Site to cater for user preferences and improve its performance.

Necessary

Necessary cookies are required to enable the basic features of this site, such as providing secure log-in or adjusting your consent preferences. These cookies do not store any personally identifiable data.

Cookie	Duration	Description
__hssrc	session	This cookie is set by Hubspot whenever it changes the session cookie. The __hssrc cookie set to 1 indicates that the user has restarted the browser, and if the cookie does not exist, it is assumed to be a new session.
cookieyes-consent	1 year	CookieYes sets this cookie to remember users' consent preferences so that their preferences are respected on their subsequent visits to this site. It does not collect or store any personal information of the site visitors.

Functional

Functional cookies help perform certain functionalities like sharing the content of the website on social media platforms, collecting feedback, and other third-party features.

Cookie	Duration	Description
embed_source	session	No description

Analytics

Analytical cookies are used to understand how visitors interact with the website. These cookies help provide information on metrics such as the number of visitors, bounce rate, traffic source, etc.

Cookie	Duration	Description
MUID	1 year 24 days	Bing sets this cookie to recognize unique web browsers visiting Microsoft sites. This cookie is used for advertising, site analytics, and other operations.
_fbp	3 months	This cookie is set by Facebook to display advertisements when either on Facebook or on a digital platform

		powered by Facebook advertising, after visiting the website.
test_cookie	15 minutes	The test_cookie is set by doubleclick.net and is used to determine if the user's browser supports cookies.
ANONCHK	10 minutes	The ANONCHK cookie, set by Bing, is used to store a user's session ID and also verify the clicks from ads on the Bing search engine. The cookie helps in reporting and personalization as well.
IDE	1 year 24 days	Google DoubleClick IDE cookies are used to store information about how the user uses the website to present them with relevant ads and according to the user profile.
_gcl_au	3 months	Provided by Google Tag Manager to experiment advertisement efficiency of websites using their services.
_gid	1 day	Installed by Google Analytics, _gid cookie stores information on how visitors use a website, while also creating an analytics report of the website's performance. Some of the data that are collected include the number of visitors, their source, and the pages they visit anonymously.
_gat_UA-*	1 minute	Google Analytics sets this cookie for user behaviour tracking.
_ga_*	1 year 1 month 4 days	Google Analytics sets this cookie to store and count page views.
_ga	1 year 1 month 4 days	The _ga cookie, installed by Google Analytics, calculates visitor, session and campaign data and also keeps track of site usage for the site's analytics report. The cookie stores information anonymously and assigns a randomly generated number to recognize unique visitors.
AnalyticsSyncHistory	1 month	Linkedin set this cookie to store information about the time a sync took place with the lms_analytics cookie.
ln_or	1 day	Linkedin sets this cookie to registers statistical data on users' behaviour on the website for internal analytics.
CLID	1 year	Microsoft Clarity set this cookie to store information about how visitors interact with the website. The cookie helps to provide an analysis report. The data collection includes the number of visitors, where they visit the website, and the pages visited.
_clck	1 year	Microsoft Clarity sets this cookie to retain the browser's Clarity User ID and settings exclusive to that website. This guarantees that actions taken during subsequent

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		visits to the same website will be linked to the same user ID.
_clsk	1 day	Microsoft Clarity sets this cookie to store and consolidate a user's pageviews into a single session recording.
__hstc	5 months 27 days	This is the main cookie set by Hubspot, for tracking visitors. It contains the domain, initial timestamp (first visit), last timestamp (last visit), current timestamp (this visit), and session number (increments for each subsequent session).
hubspotutk	5 months 27 days	HubSpot sets this cookie to keep track of the visitors to the website. This cookie is passed to HubSpot on form submission and used when deduplicating contacts.
MR	7 days	This cookie, set by Bing, is used to collect user information for analytics purposes.
SM	session	Microsoft Clarity cookie set this cookie for synchronizing the MUID across Microsoft domains.
lidc	1 day	LinkedIn sets the lidc cookie to facilitate data center selection.
UserMatchHistory	1 month	LinkedIn sets this cookie for LinkedIn Ads ID syncing.
bcookie	1 year	LinkedIn sets this cookie from LinkedIn share buttons and ad tags to recognize browser ID.
li_gc	5 months 27 days	Linkedin set this cookie for storing visitor's consent regarding using cookies for non-essential purposes.
bscookie	1 year	LinkedIn sets this cookie to store performed actions on the website.
__hssc	30 minutes	HubSpot sets this cookie to keep track of sessions and to determine if HubSpot should increment the session number and timestamps in the __hstc cookie.
__cf_bm	30 minutes	This cookie, set by Cloudflare, is used to support Cloudflare Bot Management.
_uetsid	1 day	Bing Ads sets this cookie to engage with a user that has previously visited the website.
_uetvid	1 year 24 days	Bing Ads sets this cookie to engage with a user that has previously visited the website.
SRM_B	1 year 24 days	Used by Microsoft Advertising as a unique ID for visitors.
CONSENT	2 years	YouTube sets this cookie via embedded YouTube videos and registers anonymous statistical data.

Advertisement

Advertisement cookies are used to provide visitors with customized advertisements based on the pages you visited previously and to analyze the effectiveness of the ad campaigns.

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Cookie	Duration	Description
li_sugr	3 months	LinkedIn sets this cookie to collect user behaviour data to optimise the website and make advertisements on the website more relevant.
YSC	session	Youtube sets this cookie to track the views of embedded videos on Youtube pages.
VISITOR_INFO1_LIVE	5 months 27 days	YouTube sets this cookie to measure bandwidth, determining whether the user gets the new or old player interface.
yt-remote-device-id	never	YouTube sets this cookie to store the user's video preferences using embedded YouTube videos.
yt.innertube::requests	never	YouTube sets this cookie to register a unique ID to store data on what videos from YouTube the user has seen.
yt.innertube::nextId	never	YouTube sets this cookie to register a unique ID to store data on what videos from YouTube the user has seen.
yt-remote-connected-devices	never	YouTube sets this cookie to store the user's video preferences using embedded YouTube videos.
fr	3 months	Facebook sets this cookie to show relevant advertisements by tracking user behaviour across the web, on sites with Facebook pixel or Facebook social plugin.

Uncategorized

Other uncategorized cookies are those that are being analyzed and have not been classified into a category as yet.

Cookie	Duration	Description
PTIAccessibility	past	Description is currently not available.
VISITOR_PRIVACY_METADATA	5 months 27 days	Description is currently not available.