**Experis Group**

**Cookie policy**

***The practices described in this cookie policy are current, as of June, 2024.***

ABOUT US

This [Website](#) is operated by Experis I.T.S. Ltd., an Israeli company also on behalf of the following subsidiaries - Experis Cyber Ltd. and Experis Software Ltd. (collectively, the "**Experis Group**").

The webpages in the Website directing to the various Experis services - [Experis Cyber](#) and [Experis Academy](#) webpage including its related sub-domains (collectively the "**Website**" or "**Experis Website[s]**") are all included under this cookie policy (the **"Cookie Policy"**). In this Cookie Policy when we refer to "Experis", "our", "we" or "us", we mean any of those Experis Group companies.

This Cookie Policy applies only to the Experis Group' Websites and is not include other services provided by the Manpower Group (Experis Group's controlling entity).

Our website uses cookies. A cookie is a small text file that can be stored on your computer when you visit websites. If those cookies are not strictly necessary for the provision of our website and services, we will ask you to consent to our use of cookies when you first visit our website.

WHAT IS A COOKIE?

Information is saved in this text file, such as your choice of language on a website. When you visit the website later again, this cookie returns to the concerned website. In this way, the website recognizes your browser and can for example retain your choice of language.

Cookies usually also have an expiration date. For example, some cookies are automatically deleted when you close your browser (so-called session cookies), while others can be stored longer on your computer, sometimes until you delete them manually (so-called permanent or persistent cookies).

COOKIES THAT WE USE

We uses several types of cookies on this website:

(a)   Essential Cookies. We use essential cookies to authenticate users, prevent fraudulent use of the Website, and to allow the Website and its features to function properly.

(b)   Functional Cookies. We use functional cookies to provide enhanced functionality and personalization, to remember your preferences, to diagnose server and software errors, and in cases of abuse, track and mitigate the abuse.

(c)   Analytics Cookies. Our analytics providers use cookies as part of their tools. Analytics cookies allow us and our analytics providers to recognize and count the number of users

to the Website, see how users interact with the Website and different functions, and when users are using the Website. We use this information to improve the Website.

(d) <u>Advertising Cookies</u>. Our advertising providers use advertising cookies to identify and store behaviors that users take when visiting our Website. These cookies are used in order to: (i) identify you as a prospect for our Website; (ii) deliver advertisements that are more relevant to you and your interests; (iii) limit the number of times you see an advertisement; and (iv) help measure the effectiveness of our advertising campaigns.

(e) <u>Social Media Cookies</u>. Our Website includes social media widgets. These widgets may collect internet or other electronic network activity information, such as your IP address and which page you are visiting on our website. These widgets may set a cookie or utilize other tracking technologies to accomplish this. Social media widgets are hosted by a third party and your interactions with those features are governed by the privacy policies of the companies that provide them.

LIST OF STRICTLY NECESSARY COOKIES

You cannot block these cookies if you want to access this website.

| Cookie Name | Expiry Duration | Description |
| --- | --- | --- |
| OptanonConsent | 1 Years | This cookie is set by the cookie compliance solution from OneTrust. It stores information about the categories of cookies the site uses and whether visitors have given or withdrawn consent for the use of each category. This enables site owners to prevent cookies in each category from being set in the users browser, when consent is not given. The cookie has a normal lifespan of one year, so that returning visitors to the site will have their preferences remembered. It contains no information that can identify the site visitor. |
| OptanonAlertBoxClosed | 1 Years | This cookie is set by websites using certain versions of the cookie law compliance solution from OneTrust.  It is set after visitors have seen a cookie information notice and in some cases only when they actively close the notice down.  It enables the website not to show the message more than once to a user.  The cookie has a one year lifespan and contains no personal information. |
| __cf_bm | 0 Days | The __cf_bm cookie is a cookie necessary to support Cloudflare Bot Management, currently in private beta. As part of our bot management service, this cookie helps manage incoming traffic that matches criteria associated with bots. This is a CloudFoundry cookie |
| hs_ab_test | 0 Days | This cookie is used to consistently serve visitors the same version of an A/B test page they've seen before. |
| __cf_bm | 0 Days | The __cf_bm cookie is a cookie necessary to support Cloudflare Bot Management, currently in private beta. As part of our bot management service, this cookie helps manage incoming traffic that matches criteria associated with bots. This is a CloudFoundry cookie |
| _ga | 2 Years | This cookie name is associated with Google Universal Analytics - which is a significant update to Google's more commonly used analytics service. This cookie is used to |

| Cookie Name | Expiry Duration | Description |
|---|---|---|
| | | distinguish unique users by assigning a randomly generated number as a client identifier. It is included in each page request in a site and used to calculate visitor, session and campaign data for the sites analytics reports. By default it is set to expire after 2 years, although this is customisable by website owners. |
| hs_ab_test | 0 Days | This cookie is used to consistently serve visitors the same version of an A/B test page they've seen before. |
| __cfruid | 0 Days | Cookie associated with sites using CloudFlare, used to identify trusted web traffic. |

LIST OF PERFORMANCE COOKIES

You cannot block these cookies if you want to access this website.

| Cookie Name | Expiry Duration | Description |
|---|---|---|
| _hjTLDTest | 0 Days | When the Hotjar script executes we try to determine the most generic cookie path we should use, instead of the page hostname. This is done so that cookies can be shared across subdomains (where applicable). To determine this, we try to store the _hjTLDTest cookie for different URL substring alternatives until it fails. After this check, the cookie is removed. |
| _pk_id.{id} | 1 Years | This cookie name is associated with the Piwik open source web analytics platform. It is used to help website owners track visitor behaviour and measure site performance. It is a pattern type cookie, where the prefix _pk_id is followed by a short series of numbers and letters, which is believed to be a reference code for the domain setting the cookie. |
| _hjSessionUser_xxxxxx | 1 Years | Hotjar cookie that is set when a user first lands on a page with the Hotjar script. It is used to persist the Hotjar User ID, unique to that site on the browser. This ensures that behavior in subsequent visits to the same site will be attributed to the same user ID. |
| __hstc | 5 Months | This cookie name is associated with websites built on the HubSpot platform. It is reported by them as being used for website analytics. |
| _hjSession_xxxxxx | 0 Days | A cookie that holds the current session data. This ensues that subsequent requests within the session window will be attributed to the same Hotjar session. |
| __hssc | 0 Days | This cookie name is associated with websites built on the HubSpot platform. It is reported by them as being used for website analytics. |
| _pk_ses.{id} | 0 Days | This cookie name is associated with the Piwik open source web analytics platform. It is used to help website owners track visitor behaviour and measure site performance. It is a pattern type cookie, where the prefix _pk_ses is followed by a short series of numbers and letters, which is believed to be a reference code for the domain setting the cookie. |
| __hssrc | 0 Days | This cookie name is associated with websites built on the HubSpot platform. It is reported by them as being used for website analytics. |

## LIST OF FUNCTIONAL COOKIES

| Cookie Name | Expiry Duration | Description |
|---|---|---|
| pll_language | 1 Years | This cookie name is associated with the Polylang plug-in for WordPress powered websites. It stores a language preference for the visitor to support multi-lingual websites. When set as a persistent cookie, or with the default lifespan of 1 year, it has to e considered Functional rather than strictly necessary. |
| Hubspotutk | 5 Months | This cookie name is associated with websites built on the HubSpot platform. HubSpot report that its purpose is user authentication. As a persistent rather than a session cookie it cannot be classified as Strictly Necessary. |
| __tld__ | 0 Days | From Segment Analytics.js library; this cookie helps to figure out a top-level domain for a user.__tld__ |
| __cf_bm | 0 Days | This is a CloudFoundry cookie |
| __cf_bm | 0 Days | Denna cookie är nödvändig för att stödja Cloudflare Bot Management, för närvarande i privat beta. Som en del av bothanteringstjänsten hjälper denna cookie till att hantera inkommande trafik som matchar kriterier som är associerade med robotar. |
| __cf_bm | 0 Days | The __cf_bm cookie is a cookie necessary to support Cloudflare Bot Management, currently in private beta. As part of our bot management service, this cookie helps manage incoming traffic that matches criteria associated with bots. |
| __cf_bm | 0 Days | This is a CloudFoundry cookie |
| _cfuvid | 0 Days | This domain is owned by Hubspot. The company provides a range of online marketing and sales technology and services. |
| _cfuvid | 0 Days | This is a Cloudflare cookie, used to rate limits to traffic where multiple unique visitors share the same IP address. The _cfuvid cookie is only set when a site uses this option in a Rate Limiting Rule, and is only used to allow the Cloudflare WAF to distinguish individual users who share the same IP address. Visitors who do not provide the cookie are likely to be grouped together and may not be able to access the site if there are many other visitors from the same IP address. |

## LIST OF TARGETING COOKIES

You can decline these cookies if you want to visit our website.

| Cookie Name | Expiry Duration | Description |
|---|---|---|
| _ga_xxxxxxxxx | 1 Years | |
| pfjs%3Acookies | 1 Years | |
| _fbp | 3 Months | Used by Facebook to deliver a series of advertisement products such as real time bidding from third party advertisers |
| _gcl_au | 2 Months | Used by Google AdSense for experimenting with advertisement efficiency across websites using their services |
| cb_user_id | 1 Years | |
| dicbo_id | 0 Days | |
| cb%3Atest | 1 Years | |

| | | |
|---|---|---|
| cb_anonymous_id | 1 Years | |
| cb_group_id | 1 Years | |
| casalemedia.com | 2 Months | This domain is owned by Casale Media. The main business activity is: Advertising |
| youtube.com | 0 Days | YouTube is a Google owned platform for hosting and sharing videos. YouTube collects user data through videos embedded in websites, which is aggregated with profile data from other Google services in order to display targeted advertising to web visitors across a broad range of their own and other websites. |
| www.facebook.com | 0 Days | This domain is owned by Facebook, which is the world's largest social networking service. As a third party host provider, it mostly collects data on the interests of users via widgets such as the 'Like' button found on many websites. This is used to serve targeted advertising to its users when logged into its services. In 2014 it also started serving up behaviourally targeted advertising on other websites, similar to most dedicated online marketing companies. |
| linkedin.com | 1 Months | This domain is owned by LinkedIn, the business networking platform. It typically acts as a third party host where website owners have placed one of its content sharing buttons in their pages, although its content and services can be embedded in other ways. Although such buttons add functionality to the website they are on, cookies are set regardless of whether or not the visitor has an active Linkedin profile, or agreed to their terms and conditions. For this reason it is classified as a primarily tracking/targeting domain. |
| youtube.com | 5 Months | This cookie is used as a unique identifier to track viewing of videos |
| company-target.com | 1 Years | This domain is owned by USA based company Demandbase, which provides technology for B2B marketing. |
| linkedin.com | 1 Months | This domain is owned by LinkedIn, the business networking platform. It typically acts as a third party host where website owners have placed one of its content sharing buttons in their pages, although its content and services can be embedded in other ways. Although such buttons add functionality to the website they are on, cookies are set regardless of whether or not the visitor has an active Linkedin profile, or agreed to their terms and conditions. For this reason it is classified as a primarily tracking/targeting domain. |
| www.linkedin.com | 1 Years | This domain is owned by LinkedIn, the business networking platform. It typically acts as a third party host where website owners have placed one of its content sharing buttons in their pages, although its content and services can be embedded in other ways. Although such buttons add functionality to the website they are on, cookies are set regardless of whether or not the visitor has an active Linkedin profile, or agreed to their terms and conditions. For this reason it is classified as a primarily tracking/targeting domain. |
| www.youtube.com | 0 Days | YouTube is a Google owned platform for hosting and sharing videos. YouTube collects user data through videos embedded in websites, which is aggregated with profile data from other Google services in order to display targeted advertising to web visitors across a broad range of their own and other websites. |
| youtube.com | 5 Months | YouTube is a Google owned platform for hosting and sharing videos. YouTube collects user data through videos embedded in |

| | | |
|---|---|---|
| | | websites, which is aggregated with profile data from other Google services in order to display targeted advertising to web visitors across a broad range of their own and other websites. |
| tremorhub.com | 1 Years | This domain is owned by Tremor Video which provides a marketplace for online video based cross-device advertising. |
| company-target.com | 1 Years | This domain is owned by USA based company Demandbase, which provides technology for B2B marketing. |
| casalemedia.com | 1 Years | This domain is owned by Casale Media. The main business activity is: Advertising |
| tremorhub.com | 2 Years | This domain is owned by Tremor Video which provides a marketplace for online video based cross-device advertising. |
| casalemedia.com | 2 Months | This domain is owned by Casale Media. The main business activity is: Advertising |
| activetrail.com | 1 Years | Incapsula DDoS Protectiona and Web Application Firewall: cookie for linking certain sessions to a specific visitor (visitor representing a specific computer). In order to identify clients that have already visited Incapsula. The only cookie that is persistent for the duration of 12 months. |
| activetrail.com | 0 Days | Incapsula DDoS Protectiona and Web Application Firewall: cookie for linking HTTP requests to a certain session (AKA visit). Re-opening the browser and accessing same site are registered as different visits. In order to maintain existing sessions (ie, session cookie) |
| linkedin.com | 1 Years | This domain is owned by LinkedIn, the business networking platform. It typically acts as a third party host where website owners have placed one of its content sharing buttons in their pages, although its content and services can be embedded in other ways. Although such buttons add functionality to the website they are on, cookies are set regardless of whether or not the visitor has an active Linkedin profile, or agreed to their terms and conditions. For this reason it is classified as a primarily tracking/targeting domain. |
| linkedin.com | 0 Days | This domain is owned by LinkedIn, the business networking platform. It typically acts as a third party host where website owners have placed one of its content sharing buttons in their pages, although its content and services can be embedded in other ways. Although such buttons add functionality to the website they are on, cookies are set regardless of whether or not the visitor has an active Linkedin profile, or agreed to their terms and conditions. For this reason it is classified as a primarily tracking/targeting domain. |
| linkedin.com | 2 Months | This domain is owned by LinkedIn, the business networking platform. It typically acts as a third party host where website owners have placed one of its content sharing buttons in their pages, although its content and services can be embedded in other ways. Although such buttons add functionality to the website they are on, cookies are set regardless of whether or not the visitor has an active Linkedin profile, or agreed to their terms and conditions. For this reason it is classified as a primarily tracking/targeting domain. |

| | | |
|---|---|---|
| linkedin.com | 5 Months | This domain is owned by LinkedIn, the business networking platform. It typically acts as a third party host where website owners have placed one of its content sharing buttons in their pages, although its content and services can be embedded in other ways. Although such buttons add functionality to the website they are on, cookies are set regardless of whether or not the visitor has an active Linkedin profile, or agreed to their terms and conditions. For this reason it is classified as a primarily tracking/targeting domain. |

## HOW CAN I SEE WHICH COOKIES ARE SAVED IN MY DEVICE AND HOW CAN I DELETE THEM?

If you wish to know which cookies have been saved on your device or if you can delete them, you can use a parameter of your browser. To disable cookies and limit the collection and use of information through them, you can set your browser to refuse cookies or indicate when a cookie is being sent. When you opt-out, an opt-out cookie will be placed on your device. The opt-out cookie is browser and device specific and will only last until cookies are cleared from your browser or device. You will find more information on how to do it via the following links.

| Firefox | Chrome | Safari |
|---|---|---|
| Firefox (mobile) | Chrome (mobile) | Safari (mobile) |

If you use another browser, you can check if the procedure for your browser is mentioned in this explanatory website.

Please note that if you block cookies, you will not be able to use all the features on our website.

## EXTERNAL LINKS

Our website mentions external links to document certain information. These links are marked with a specific symbol indicating that the user is leaving our website. The activation of these links is the responsibility of the user. However, we advise to consult the privacy statement as well as the cookie policy of the site concerned.

## COOKIE PREFERENCES

You can manage your preferences relating to the use of cookies on our website by visiting: Experis.co.il/cookies-policy

## CONTACT US

If you have any comments or questions regarding this Cookie Policy, please contact us at Info Request Form .