



COOKIES POLICY

Policy statement

This document informs users about the technologies that help this organisation's website to achieve the purposes described below. Such technologies allow the owner to access and store information (for example by using a cookie) or use resources (for example by running a script) on a user's device as they interact with the organisation's website.

For simplicity, all such technologies are defined as 'trackers' within this document – unless there is a reason to differentiate. For example, while cookies can be used on both web and mobile browsers, it would be inaccurate to talk about cookies in the context of mobile apps as they are a browser-based tracker. For this reason, within this document, the term cookies is only used where it is specifically meant to indicate that particular type of tracker.

Some of the purposes for which trackers are used may also require the user's consent. Whenever consent is given, it can be freely withdrawn at any time following the instructions provided in this document.

Our website uses trackers managed directly by the owner (so-called 'first-party' trackers) and trackers that enable services provided by a third-party (so-called 'third-party' trackers). Unless otherwise specified within this document, third-party providers may access the trackers managed by them.

The validity and expiration periods of cookies and other similar trackers may vary depending on the lifetime set by the owner or the relevant provider. Some of them expire upon termination of the user's browsing session. In addition to what's specified in the descriptions within each of the categories below, Users may find more precise and updated information regarding lifetime specification as well as any other relevant information – such as the presence of other trackers - in the linked privacy policies of the respective third-party providers or by contacting the owner.

How the organisation's website uses trackers

Necessary

The organisation's website uses so-called 'technical' Cookies and other similar trackers to carry out activities that are strictly necessary for the operation or delivery of the service.

Trackers managed by third parties

- Cloudflare (Cloudflare, Inc.)

Experience

The organisation's website uses trackers to improve the quality of the user experience and enable interactions with external content, networks and platforms.

Trackers managed by third parties

- Google Maps widget (Google Ireland Limited)

Measurement

This website uses trackers to measure traffic and analyse User behaviour to improve the service.

Trackers managed by third parties

- Google Analytics 4 (Google Ireland Limited)

How to manage preferences and provide or withdraw consent on this website

Whenever the use of trackers is based on consent, users can provide or withdraw such consent by setting or updating their preferences via the relevant privacy choices panel available on the organisation's website.

With regard to any third-party trackers, users can manage their preferences via the related opt-out link (where provided), by using the means indicated in the third party's privacy policy, or by contacting the third party.

How to control or delete cookies and similar technologies via your device settings

Users may use their own browser settings to:

- See what cookies or other similar technologies have been set on the device;
- Block cookies or similar technologies;
- Clear cookies or similar technologies from the browser.

The browser settings, however, do not allow granular control of consent by category. Users can, for example, find information about how to manage Cookies in the most commonly used browsers at the following addresses:

- Google Chrome
- Mozilla Firefox
- Apple Safari
- Microsoft Internet Explorer
- Microsoft Edge
- Brave
- Opera

Users may also manage certain categories of trackers used on mobile apps by opting out through relevant device settings such as the device advertising settings for mobile devices or tracking settings in general. (Users may open the device settings and look for the relevant setting).

Consequences of denying consent

Users are free to decide whether or not to grant consent. However, please note that trackers help the organisation's website to provide a better experience and advanced functionalities to users (in line with the purposes outlined in this document). Therefore, in the absence of the user's consent, the owner may be unable to provide related features.

Owner and data controller – contact details

Should you wish to contact us at any time, you can do so by e-mailing us at info@wavehr.uk.

Since the use of third-party trackers through the organisation's website cannot be fully controlled by the owner, any specific references to third-party trackers are to be considered indicative. In order to obtain complete information, users are kindly requested to consult the privacy policies of the respective third-party services listed in this document.

Given the objective complexity surrounding tracking technologies, users are encouraged to contact the owner should they wish to receive any further information on the use of such technologies by the organisation's website.

Personal data (or data)

Any information that directly, indirectly, or in connection with other information — including a personal identification number — allows for the identification or identifiability of a natural person.

Usage data

Information collected automatically through this website (or third-party services employed in this website), which can include: the IP addresses or domain names of the computers utilised by the users who use this website, the URI addresses (Uniform Resource Identifier), the time of the request, the method utilised to submit the request to the server, the size of the file received in response, the numerical code indicating the status of the server's answer (successful outcome, error, etc.), the country of origin, the features of the browser and the operating system utilised by the user, the various time details per visit (e.g., the time spent on each page within the application) and the details about the path followed within the application with special reference to the sequence of pages visited, and other parameters about the device operating system and/or the user's IT environment.

User

The individual using this website who, unless otherwise specified, coincides with the data subject.

Data subject

The natural person to whom the personal data refers.

Data processor (or processor)

The natural or legal person, public authority, agency or other body which processes personal data on behalf of the controller, as described in this privacy policy.

Data controller (or owner)

The natural or legal person, public authority, agency or other body which, alone or jointly with others, determines the purposes and means of the processing of personal, including the security measures concerning the operation and use of the organisation's website. The data controller, unless otherwise specified, is the owner of the organisation's website.

This website (or this application)

The means by which the personal data of the user is collected and processed.

Service

The service provided by the organisation's website as described in the relative terms (if available) and on this site/application.

European Union (or EU)

Unless otherwise specified, all references made within this document to the European Union include all current member states to the European Union and the European Economic Area.

Cookie

Cookies are trackers consisting of small sets of data stored in the user's browser.

Tracker

Tracker indicates any technology - e.g. cookies, unique identifiers, web beacons, embedded scripts, e-tags and fingerprinting - that enables the tracking of users, for example by accessing or storing information on the user's device.

Legal information

This privacy policy relates solely to the organisation's website, if not stated otherwise within this document. Wave HR hosts this content and only collects [the Personal Data strictly necessary](#) for it to be provided.

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