

Cookie Policy

What are cookies?

This cookie policy explains:

- what cookies are and how we use them;
- the types of cookies we use;
- the information we collect using cookies and how that information is used;
- how to manage your cookie settings.

Cookies are small text files that are used to store pieces of information. They are stored on your device when the website is loaded in your browser. These cookies help us to:

- make the website function properly;
- make it more secure;
- provide a better user experience;
- understand how the website performs;
- analyse what works well and where improvement is needed.

How do we use cookies?

As most online services, our website uses first-party and third-party cookies for several purposes.

First-party cookies are mostly necessary for the website to function properly and they do not collect any of your personally identifiable data.

Third-party cookies are mainly for:

- understanding how the website performs;
- understanding how you interact with the website;

- keeping our services secure;
- providing you with an improved user experience;
- helping speed up your future interactions with our website.

Types of cookies we use

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 |
|---------------------|-----------------------|---|
| __cf_bm | 1 hour | This cookie, set by Cloudflare, is used to support Cloudflare Bot Management. |
| _cfuid | session | Calendly sets this cookie to track users across sessions to optimize user experience by maintaining session consistency and providing personalized services. |
| cookieyes-consent | 1 year | CookieYes sets this cookie to remember users' consent preferences so that their preferences are respected on subsequent visits to this site. It does not collect or store any personal information about the site visitors. |
| vuid | 1 year 1 month 4 days | Vimeo installs this cookie to collect tracking information by setting a unique ID to embed videos on the website. |
| rc::a | Never Expires | This cookie is set by the Google recaptcha service to identify bots to protect the website against malicious spam attacks. |
| rc::c | session | This cookie is set by the Google recaptcha service to identify bots to protect the website against malicious spam attacks. |
| ARRAffinitySameSite | session | This cookie is set by Windows Azure cloud, and is used for load balancing to make sure the visitor page requests are routed to the same server in any browsing session. |
| ARRAffinity | session | ARRAffinity cookie is set by Azure app service, and allows the service to choose the right instance established by a user to deliver subsequent requests made by that user. |

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 |
|--------|----------|--|
| li_gc | 6 months | Linkedin set this cookie for storing visitor's consent regarding using cookies for non-essential purposes. |
| lidc | 1 day | LinkedIn sets the lidc cookie to facilitate data center selection. |

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 |
|--------|--------------------------|---|
| _ga | 1 year 1 month 4 days | Google Analytics sets this cookie to calculate visitor, session and campaign data and track site usage for the site's analytics report. The cookie stores information anonymously and assigns a randomly generated number to recognise unique visitors. |
| _ga_* | 1 year 1 month 4 days | Google Analytics sets this cookie to store and count page views. |

Advertisement

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

| Cookie | Duration | Description |
|---------|----------|---|
| bcookie | 1 year | LinkedIn sets this cookie from LinkedIn share buttons and ad tags to recognize browser IDs. |

Uncategorised

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

| Cookie | Duration | Description |
|---------------------------------|--------------------------|---|
| .PassleASPXANONYMOUS | 1 year 1 month 4 days | No description available. |
| intEmailHistoryId | 1 year | No description available. |
| forsters.vuture.net_VxSessionId | session | Description is currently not available. |

Manage cookie preferences

View cookie settings



You can change your cookie preferences any time by clicking the above button. This will let you revisit the cookie consent banner and change your preferences or withdraw your consent.

In addition to this, different browsers provide different methods to block and delete cookies used by websites. You can change the settings of your browser to block/delete cookies. Listed below are links to the support documents, from the major web browsers, on how to manage and delete cookies:

[Chrome support documents](#)

[Safari support documents](#)

[Firefox support documents](#)

[Internet Explorer documents](#)

If you are using any other web browser, please visit your browser's official website to access the support documents.

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