



# SI&C

POLICY  
DOCUMENT

## Cookie Policy

Audience: All Parties

Requirement: Essential

Policy Owner: Company Director

Review Delegation: Executive

Review Cycle: Three Years

Last Review: 30/04/2025

Due for Review: 30/04/2028





# What we stand for...

Our values focus on nurturing the CORE of our business.

- Customers as partners
- Openly inquisitive
- Reputationally renowned
- Exceptionally talented

## Our mission

To unearth those lost talents and skills your team has, looking to maximise what is inside, we aim to get the full potential out of your team to realise your strategic goals, at pace.

## Our Vision

To create people-centred, simpler, and value-driven results for our clients that help ensure their teams perform to the best of their abilities. We aim to unlock your people's abilities, saving you time and effort whilst improving the social mobility of your team. Finding the best teams to carry out your most important work is what drives us every day.

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## Cookie Policy

Last updated August 25

This Cookie Policy explains how SI&C Ltd ("Company," "we," "us," and "our") uses cookies and similar technologies to recognize you when you visit our website at [www.siandc.org](http://www.siandc.org) ("website").

It explains what these technologies are and why we use them, as well as your rights to control our use of them. In some cases, we may use cookies to collect personal information, or that becomes personal information if we combine it with other information.

What are cookies?

Cookies are small data files that are placed on your computer or mobile device when you visit a website. Cookies are widely used by website owners in order to make their websites work, or to work more efficiently, as well as to provide reporting information.

Cookies set by the website owner (in this case, SI&C Ltd are called "first-party cookies." Cookies set by parties other than the website owner are called "third-party cookies." Third-party cookies enable third-party features or functionality to be provided on or through the website (e.g., advertising, interactive content, and analytics). The parties that set these third-party cookies can recognize your computer both when it visits the website in question and also when it visits certain other websites

## How can I control cookies?

You have the right to decide whether to accept or reject cookies. You can exercise your cookie rights by setting your preferences in the Cookie Consent Manager. The Cookie Consent Manager allows you to select which categories of cookies you accept or reject. Essential cookies cannot be rejected as they are strictly necessary to provide you with services.

The Cookie Consent Manager can be found in the notification banner and on our website. If you choose to reject cookies, you may still use our website though your access to some functionality and areas of our website may be restricted. You may also set or amend your web browser controls to accept or refuse cookies.

The specific types of first- and third-party cookies served through our website and the purposes they perform are described in the table below (please note that the specific cookies served may vary depending on the specific Online Properties you visit):

### Essential website cookies:

These cookies are strictly necessary cookies which are classified as cookies that must be present for the website to provide the basic functions of the website. They are essential to be able to access features of the website.

## Performance related strictly necessary cookies

_cf_bm	siandc.org	Strictly necessary cookies are classified as cookies that must be present for the website to provide the basic functions of the website. They are essential to be able to access features of the website.
AWSALBCORS	siandc.org	Strictly necessary cookies are classified as cookies that must be present for the website to provide the basic functions of the website. They are essential to be able to access features of the website.
dm_timezone_offset	siandc.org	Strictly necessary cookies are classified as cookies that must be present for the website to provide the basic functions of the website. They are essential to be able to access features of the website.
dm_last_visit	siandc.org	g Strictly necessary cookies are classified as cookies that must be present for the website to provide the basic functions of the website. They are essential to be able to access features of the website.
dm_last_page_view	siandc.org	Strictly necessary cookies are classified as cookies that must be present for the website to provide the basic functions of the website. They are essential to be able to access features of the website.
dm_this_page_view	siandc.org	Strictly necessary cookies are classified as cookies that must be present for the website to provide the basic functions of the website. They are essential to be able to access features of the website.
dm_total_visits	siandc.org	Strictly necessary cookies are classified as cookies that must be present for the website to provide the basic functions of the website. They are essential to be able to access features of the website.

Performance cookies are cookies used specifically for gathering data on how visitors use a website. These cookies monitor only the performance of the site as the user interacts with it.

_ga	siandc.org	Performance cookies are cookies used specifically for gathering data on how visitors use a website. These cookies monitor only the performance of the site as the user interacts with it.
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Unclassified cookies: These are cookies that have not yet been categorized. We are in the process of classifying these cookies with the help of their providers.

_sp_ses.ad39	siandc.org	Unclassified cookies are cookies that we are in the process of classifying, together with the providers of individual cookies.
_ga_30XFM6JY72	siandc.org	Unclassified cookies are cookies that we are in the process of classifying, together with the providers of individual cookies.
_sp_id.ad39	siandc.org	Unclassified cookies are cookies that we are in the process of classifying, together with the providers of individual cookies.
_swa_u	siandc.org	Unclassified cookies are cookies that we are in the process of classifying, together with the providers of individual cookies.

How can I control cookies on my browser?

As the means by which you can refuse cookies through your web browser controls vary from browser to browser, you should visit your browser's help menu for more information.

The following is information about how to manage cookies on the most popular browsers:

- Chrome
- Edge
- Firefox
- Safari
- Opera

In addition, most advertising networks offer you a way to opt out of targeted advertising. If you would like to find out more information, please visit:

- Digital Advertising Alliance
- Digital Advertising Alliance of Canada
- European Interactive Digital Advertising Alliance



What about other tracking technologies, like web beacons?

Cookies are not the only way to recognise or track visitors to a website. We may use other, similar technologies from time to time, like web beacons (sometimes called "tracking pixels" or "clear gifs").

These are tiny graphics files that contain a unique identifier that enables us to recognize when someone has visited our website or opened an email including them. This allows us, for example, to monitor the traffic patterns of users from one page within a website to another, to deliver or communicate with cookies, to understand whether you have come to the website from an online advertisement displayed on a third-party website, to improve site performance, and to measure the success of email marketing campaigns.

In many instances, these technologies are reliant on cookies to function properly, and so declining cookies will impair their functioning. Do you use Flash cookies or Local Shared Objects? Websites may also use so-called "Flash Cookies" (also known as Local Shared Objects or "LSOs") to, among other things, collect and store information about your use of our services, fraud prevention, and for other site operations. If you do not want Flash Cookies stored on your computer, you can adjust the settings of your Flash player to block Flash Cookies storage using the tools contained in the Website Storage Settings Panel. You can also control Flash Cookies by going to the Global Storage Settings Panel and following the instructions (which may include instructions that explain, for example, how to delete existing Flash Cookies (referred to "information" on the Macromedia site), how to prevent Flash LSOs from being placed on your computer without your being asked, and (for Flash Player 8 and later) how to block Flash Cookies that are not being delivered by the operator of the page you are on at the time).

How often will you update this Cookie Policy?

We may update this Cookie Policy from time to time in order to reflect, for example, changes to the cookies we use or for other operational, legal, or regulatory reasons.

Please therefore revisit this Cookie Policy regularly to stay informed about our use of cookies and related technologies. The date at the top of this Cookie Policy indicates when it was last updated.

Where can I get further information?

If you have any questions about our use of cookies or other technologies, please contact us at [Info@siandc.org](mailto:Info@siandc.org) or by post to:  
SI&C Ltd 68 Glenwood, Titchfield Park Road, PO15 5RN  
08000314349

# Have you checked that you have claimed all the benefits your entitled to when working with us?

Don't forget that when you work with us you get the following benefits:

- 5% of profits from each sale donated to a charity of your choice
- Refer us to a buyer and get paid
- Provide feedback and earn a 2% refund

**SI&C**  
THE 5%  
CLUB 

**SI&C**  
OUR REFERRAL  
PROMISE 

**SI&C**  
CUSTOMER  
INSIGHTS 

Do you have any  
queries on this  
policy?

If so, contact us at  
[info@siandc.org](mailto:info@siandc.org)