

WE Talent Cookie Policy

We use cookies on our website. Our use of cookies, as per this policy, is also subject to and governed by our Privacy Policy.

1. What's a cookie?

A "cookie" is a piece of information that is stored on your computer's hard drive and which records your navigation of a website so that, when you revisit that website, it can present tailored options based on the information stored about your last visit. Cookies can also be used to analyse traffic and for advertising and marketing purposes.

Cookies are widely used in order to make websites work, or work more efficiently, as well as to provide information to the owners of the site. Cookies may be set by the website you are visiting ('first party cookies') or they may be set by other websites who run content on the page you are viewing ('third party cookies'). To find out more about cookies, please visit www.aboutcookies.org or www.allaboutcookies.org.

If you want to check or change what types of cookies you accept, this can usually be altered within your browser settings.

2. How do we use cookies?

We use cookies to do two things:

- to track your use of our website. This enables us to understand how you use the site and track any patterns that emerge individually or from larger groups. This helps us to develop and improve our website and services in response to what our visitors want and need; and
- to personalise your experience of our website and digital channels and to enhance their functionality.
- to help us advertise jobs to you that we think you'll be interested in. The intention of this is to ensure you are only hearing about the most relevant opportunities for what you are looking for.

Cookies are either:

- Session cookies: these are only stored on your computer during your web session and are automatically deleted when you close your browser – they usually store an anonymous session ID allowing you to browse a website without having to log in to each page but they do not collect any information from your computer; or
- Persistent cookies: a persistent cookie is stored as a file on your computer and it remains there when you close your web browser. The cookie can be read by the website that created it when you visit that website again. We use persistent cookies for Google Analytics and for personalisation (see below).

Cookies can also be categorised as follows:

- **Strictly necessary cookies:** These cookies are essential to enable you to use the website effectively, such as when applying for a job, and therefore cannot be turned off. Without these cookies, the services available to you on our website cannot be provided. These cookies do not gather information about you that could be used for marketing or remembering where you have been on the internet. Below is a list of our strictly necessary cookies:

Cookie Name	First Party or Third Party Cookie	Expires	Explanation and/or link to 3 rd Party Privacy Policy

- **Performance cookies:** These cookies enable us to monitor and improve the performance of our website. For example, they allow us to count visits, identify traffic sources and see which parts of the site are most popular. Below is a list of our performance cookies:

Cookie Name	First Party or Third Party Cookie	Expires	Explanation and/or link to 3 rd Party Privacy Policy

- **Functional cookies:** These cookies allow our website to provide enhanced functionality and personalisation. They may be used to remember choices you make (such as your user name, language or the region you are in) and provide enhanced features. For instance, we may be able to provide you with news or updates relevant to the services you use. These cookies can also be used to remember changes you have made to text size, font and other parts of web pages that you can customise. They may also be used to provide services you have requested such as viewing a video or commenting on a blog. Below is a list of our functional cookies:

Cookie Name	First Party or Third Party Cookie	Expires	Explanation and/or link to 3 rd Party Privacy Policy

- **Targeting cookies:** These cookies may be set through our website by advertising partners we may use. They may be used by those partners to build a profile of your interests and show you relevant adverts on other sites. They are based on uniquely identifying your browser and internet device. Below is a list of our targeting cookies:

Cookie Name	First Party or Third Party Cookie	Expires	Explanation and/or link to 3 rd Party Privacy Policy

- **Social Media cookies:** These cookies are set by social media services that we have added to our website to enable you to share our content with your friends and networks. They are capable of tracking your browser across other sites and building up a profile of your interests. This may impact the content and messages you see on other websites you visit. If you do not allow these cookies you may not be able to use or see these sharing tools. Below is a list of our social media cookies:

Cookie Name	First Party or Third Party Cookie	Expires	Explanation and/or link to 3 rd Party Privacy Policy

If you wish to change your cookie preferences, you can do so [here](#).

You can also prevent your browser to store cookie and/or delete the cookies from your device at any time via the browser settings. Please consult the 'Help' section on your internet browser for instructions on this.

If you choose to not accept cookies, you should be aware that you may no longer be able to make use of all possibilities and functionalities of our website, and that certain parts of the website may also no longer be visible or accessible.

This Cookie Policy was last updated in March 2026.