

# Proof of Consent

This document has been generated to show the efforts made to comply with privacy legislation. This document will contain the cookie policy and cookie acceptance settings to test consent for the time and region specified below. For more information about this document, please go to <https://complianz.io/consent>.

*This cookie policy was last updated on 30 June 2021 and applies to citizens and legal permanent residents of the European Economic Area.*

## 1. Introduction

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Our website, <https://talentinpeople.com> (hereinafter: "the website") uses cookies and other related technologies (for convenience, all technologies are referred to as "cookies"). Cookies are also placed by third parties with whom we have contracted. In the following document we inform you about the use of cookies on our website.

## 2. What are cookies?

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A cookie is a small simple file that is sent along with the pages of this website and stored by your browser on the hard drive of your computer or other device. The stored information may be sent back to our servers or to relevant third-party servers during a subsequent visit.

## 3. What are scripts?

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A script is a piece of program code that is used to make our website work correctly and interactively. This code runs on our server or on your device.

## 4. What is a web beacon?

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A web beacon (or pixel tag) is a small, invisible piece of text or image on a website that is used to track traffic on a website. To do this, various data about you is stored using web beacons.

## 5. Cookies

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### 5.1 Technical or functional cookies

Some cookies ensure that certain parts of the website work properly and that your user preferences continue to be remembered. By placing functional cookies, we make it easier for you to visit our website. This way, you do not need to repeatedly enter the same information when you visit our website and, for example, items remain in your shopping basket until you have paid. We may place these cookies without your consent

### 5.1 Statistical cookies

Since statistics tracking is anonymous, permission to place statistics cookies is not requested.

## 5.2 Marketing/tracking cookies

Marketing/tracking cookies are cookies, or any other form of local storage, used to create user profiles to display advertising or to track the user on this website or on various websites for similar marketing purposes.

## 5.3 Social media buttons

On our website we have included buttons for Twitter and LinkedIn to promote pages (e.g. "like", "pin") or share them (e.g. "tweet") on social networks such as Twitter and LinkedIn. These buttons work by using code from Twitter and LinkedIn themselves. This code embeds cookies. These social media buttons can store and process certain information, so that a personalised advertisement can be displayed.

Please read the privacy policy of these social networks (which may change frequently) to find out what they do with your (personal) data they process using these cookies. The data they receive is anonymised as much as possible. Twitter and LinkedIn are located in the United States.

## 6. Cookies used

### Elementor

Statistics (anonymised)

#### Use

We use Elementor for content creation. [Read more](#)

#### Data sharing

This data is not shared with third parties.

### Statistics (anonymised)

**Name**

[elementor](#)

**Retention**

persistent

**Function**

Saving actions made by users on the website

**Tidio Live Chat**

Purpose to be investigated

**Use**

We use Tidio Live Chat for chat support. [Read more](#)

**Data sharing**

For more information, please read the [Tidio Live Chat privacy policy](#).

**Purpose to be investigated****Name**

[tidio\\_state\\_\\*](#)

**Retention****Function**

## Google Analytics

Statistics (anonymised), statistics

### Use

We use Google Analytics for website statistics. [Read more](#)

### Data sharing

For more information, please read the [Google Analytics privacy policy](#).

### Statistics (anonymised)

#### Name

[\\_ga](#)

#### Retention

2 years

#### Function

Counting and tracking page views

#### Name

[\\_gid](#)

#### Retention

1 day

#### Function

Counting and tracking page views

## Statistics

### Name

[\\_dc\\_gtm\\_UA-\\*](#)

### Retention

1 minute

### Function

Store the number of service requests

## Cookie Notice for GDPR

Functional

### Use

We use Cookie Notice for GDPR for cookie consent management. [Read more](#)

### Data sharing

This data is not shared with third parties.

## Functional

### Name

[cookie\\_notice\\_accepted](#)

### Retention

persistent

### Function

Check if cookies can be installed

## WPML

Functional

### Use

We use WPML for local management. [Read more](#)

### Data sharing

This data is not shared with third parties.

## Functional

### Name

[wp-wpml\\_current\\_language](#)

### Retention

1 day

### Function

Save language settings

## Popup Maker

Purpose to be investigated

### Use

We use Popup Maker for pop-up creation. [Read more](#)

### Data sharing

This data is not shared with third parties.

**Purpose to be investigated**

**Name**

[pum-\\*](#)

**Retention**

**Function**

**WordPress**

Functional

**Use**

We use WordPress for website development. [Read more](#)

**Data sharing**

This data is not shared with third parties.

**Functional**

**Name**

[wordpress\\_logged\\_in\\_\\*](#)

**Retention**

session

**Function**

Keep users logged in

## Google Fonts

Marketing/Tracking

### Use

We use Google Fonts to display web fonts. [Read more](#)

### Data sharing

For more information, please read the [Google Fonts privacy policy](#).

### Marketing/Tracking

#### Name

[Google Fonts API](#)

#### Retention

nothing

#### Function

Request user's IP address

## Google reCAPTCHA

Purpose to be investigated, Marketing/Tracking

### Use

We use Google reCAPTCHA for spam prevention. [Read more](#)

### Data sharing

For more information, please read the [Google reCAPTCHA privacy policy](#).

### Purpose to be investigated

#### Name



\_greaptcha

**Retention**

**Function**

### Marketing/Tracking

**Name**

[rc::c](#)

**Retention**

session

**Function**

Filter bot requests

**Name**

[rc::b](#)

**Retention**

session

**Function**

Filter bot requests

**Name**

[rc::a](#)

**Retention**

persistent

**Function**

Filter bot requests

**Google Maps**

Marketing/Tracking

**Use**

We use Google Maps to display maps. [Read more](#)

**Data sharing**

For more information, please read the [Google Maps privacy policy](#).

**Marketing/Tracking****Name**

[Google Maps API](#)

**Retention**

nothing

**Function**

Request user's IP address

## Twitter

Functional, Marketing/Tracking

### Use

We use Twitter to display recent social posts and/or social buttons for sharing on social networks. [Read more](#)

### Data sharing

For more information, please read [Twitter privacy policy](#).

### Functional

#### Name

[local\\_storage\\_support\\_test](#)

#### Retention

persistent

#### Function

Load balancing functionality

### Marketing/Tracking

#### Name

[metrics\\_token](#)

#### Retention

persistent

#### Function

Store whether the user has viewed embedded content

## LinkedIn

Marketing/Tracking, Functional

### Use

We use LinkedIn to display recent social posts and/or social buttons for sharing on social networks. [Read more](#)

### Data sharing

For more information, please read [LinkedIn privacy policy](#).

## Marketing/Tracking

### Name

[bcookie](#)

### Retention

2 years

### Function

Save browser details

### Name

[li-oatml](#)

### Retention

1 month

### Function

Enable ad serving or retargeting

**Name**

[li\\_sugr](#)

**Retention**

3 months

**Function**

Save browser details

**Name**

[UserMatchHistory](#)

**Retention**

30 days

**Function**

Enable ad serving or retargeting

**Name**

[lidc](#)

**Retention**

1 day

**Function**

Saving actions made by users on the website

**Name**

[bscookie](#)

**Retention**

2 years

**Function**

Saving actions made by users on the website

**Name**

[X-LI-IDC](#)

**Retention**

session

**Function**

Providing functionality between pages

**Functional****Name**

[BizographicsOptOut](#)

**Retention**

10 years

**Function**

Save privacy preferences

**Name**

[linkedin\\_oauth](#)

**Retention**

session

**Function**

Providing functionality between pages

**Miscellaneous**

Purpose to be investigated

**Use**

**Data sharing**

The exchange of data is under investigation

**Purpose to be investigated**

**Name**

\_grecaptcha

**Retention**

**Function**

**Name** complianz\_policy\_id

**Retention**

365 days

**Function**

**Name**

\_pk\_id.1.7b8e

**Retention**

**Function**

**Name**

\_pk\_ses.1.7b8e

**Retention**

**Function**



**Name**

cmplz\_stats

**Retention**

365 days

**Function**

**Name**

cmplz\_marketing

**Retention**

365 days

**Function**

**Name**

complianz\_consent\_status

**Retention**

365 days

**Function**

**Name**

\_gat\_gtag\_UA\_136425777\_1

**Retention**

**Function**

**Name**

\_pk\_id\_1\_7b8e

**Retention**

**Function**

**Name**

\_pk\_ses\_1\_7b8e

**Retention**

**Function**

**Name**

persist:hs-beacon-message-1ae02e91-5865-4f13-b220-7daed946ba25

**Retention**

**Function**

**Name**

e\_globals

**Retention**

**Function**

**Name**

persist:hs-beacon-1ae02e91-5865-4f13-b220-7daed946ba25

**Retention**

**Function**

**Name**

WP\_DATA\_USER\_4

**Retention**

**Function**

**Name**

\_pk\_ref.1.7b8e

**Retention**

**Function**

**Name**

MATOMO\_SESSID

**Retention**

**Function**

**Name**

\_pk\_ref\_1\_7b8e

**Retention**

**Function**

## 7. Consent

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When you visit our website for the first time, we will show you a pop-up window with an explanation about cookies. As soon as you click "Save preferences", you agree to our use of the categories of cookies and plugins you have selected in the pop-up window, as described in this cookie policy. You can disable the use of cookies through your browser, but please note that our website may stop working properly.

### 7.1 Manage your consent settings

## 8. Your rights with regard to personal data

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You have the following rights with respect to your personal data:

- You have the right to know why your personal data is needed, what will happen to it and how long it will be kept.
- Right of access: you have the right to access the personal data we hold about you. Right of rectification: you have the right to supplement, rectify, erase, or block your personal data at any time.
- If you give us your consent to process your data, you have the right to revoke this consent and to have your personal data deleted.
- Right to transfer your data: you have the right to request all your personal data from the controller and to transfer it in full to another controller.
- Right to object: you can object to the processing of your data. We comply with this unless there are justified grounds for the processing.

To exercise these rights, please contact us. Please see the contact details at the bottom of this cookie policy. If you have any complaints about how we handle your data, we would like to hear from you, but you also have the right to send a complaint to the supervisory authority (the data protection authority).

## 9. Enabling, disabling, and deleting cookies

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You can use your Internet browser to delete cookies automatically or manually. You can also specify that certain cookies cannot be placed. Another option is to change your internet browser settings so that you receive a message each time a cookie is placed. For more information about these options, see the instructions in the "Help" section of your browser.

Please note that our website may not function properly if all cookies are disabled. If you delete cookies from your browser, they will be placed again after your consent when you revisit our websites.

## 10. Contact details

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For questions and/or comments about our cookie policy and this statement, please contact us using the contact details below:

TALENT IN PEOPLE BRETEMA, S.L.

C/ Pez 38, local - 28004 Madrid

Spain

Website: <https://talentinpeople.com>

Email: [protecciondedatos@talentinpeople.com](mailto:protecciondedatos@talentinpeople.com)

Phone number: 912 604 341

This cookie policy has been synchronised with [cookiedatabase.org](https://cookiedatabase.org) on 1 June 2021.

## Cookies consent settings

- block\_ajax\_content =>
- do\_not\_track =>
- consenttype => optin
- region => eu
- geoip =>
- categories => Custom event functional, Custom event marketing
- checkbox\_style => slider
- use\_categories => hidden
- use\_categories\_optinstats => visible
- header =>
- accept => Acepto
- revoke => Gestionar consentimiento
- dismiss => Solo las seleccionadas
- dismiss\_timeout => 10
- readmore\_optin => Política de cookies
- readmore\_impresum => Impressum
- accept\_informational => Acepto
- message\_optout => Utilizamos cookies para optimizar nuestro sitio web y nuestro servicio.
- message\_optin => Utilizamos cookies para optimizar nuestro sitio web y nuestro servicio.
- readmore\_optout => Cookie Policy
- readmore\_optout\_dnsmpi => Do Not Sell My Personal Information
- disable\_cookiebanner =>
- soft\_cookiewall =>
- dismiss\_on\_scroll =>
- dismiss\_on\_timeout =>
- cookie\_expiry => 365

- set\_cookies\_on\_root =>
- cookie\_domain =>
- cookie\_path => /
- tcf\_active =>
- colorpalette\_background\_color => #ffffff
- colorpalette\_background\_border => #ffffff
- colorpalette\_text\_color => #565656
- colorpalette\_text\_hyperlink\_color => #53b6b2
- colorpalette\_toggles\_background => #53b6b2
- colorpalette\_toggles\_bullet => #ffffff
- colorpalette\_toggles\_inactive => #565656
- colorpalette\_button\_accept\_background => #53b6b2
- colorpalette\_button\_accept\_border => #53b6b2
- colorpalette\_button\_accept\_text => #ffffff
- colorpalette\_button\_deny\_background => #ffffff
- colorpalette\_button\_deny\_border => #53b6b2
- colorpalette\_button\_deny\_text => #565656
- colorpalette\_button\_settings\_background => #ffffff
- colorpalette\_button\_settings\_border => #53b6b2
- colorpalette\_button\_settings\_text => #565656
- box\_shadow =>
- animation => none
- animation\_fade =>
- animation\_slide =>
- view\_preferences => Mostrar detalles
- save\_preferences => Guardar preferencias
- accept\_all => >> Permitir todas
- privacy\_link\_us => #