Cookie Policy

1. What is a COOKIE?

The term "cookie" refers to a small data file consisting solely of a series of information in text form, which the website transfers to your web browser located on your computer's hard drive, either temporarily throughout your visit, or sometimes for longer periods, depending on the type of cookie.

Cookies perform various functions (for example, distinguishing you from other visitors to the same website or remembering certain things about you, such as your preferences) and are used by most websites to improve your user experience.

Each cookie is unique to your browser and contains certain anonymous information. A cookie usually contains the name of the field where the cookie came from, the "lifetime" of the cookie and a value (usually in the form of a randomly generated unique number).

2. Which cookies are used on our website and what information is collected?

On this website, we use cookies to improve the experience of using the website by its visitors, specifically as follows:

Strictly Necessary/ Essential Cookies. Strictly necessary cookies are essential for the proper functioning of the website, they allow you to browse and use its functions. These cookies do not recognize your individual identity. Without these cookies, we cannot offer efficient operation of our website.

Name	Source	Duration	Aim
Consent_settings_cookie	Centre for Inclusion at Work	session	Used to store website privacy preferences.
Resolution	Centre for Inclusion at Work	session	It is used to send reduced size images to increase website speed on mobile devices.
Wordpress_test-cookie	Centre for Inclusion at Work	session	It is used to check if the user's browser has

			the cookies function enabled.
Is_smartpush	Centre for Inclusion at Work	Two days	Stores technical information that helps increase website speed.

Performance Cookies. Performance cookies collect information about how you use the website, such as which pages you visit most often and whether you receive error messages. The information they collect is aggregated. We only use them to improve the performance of our website.

Name	Source	Duration	Aim
_ga	Google	Two years	It is used to distinguish users from each other.
_gid	Google	One day	It is used to distinguish users from each other.
_gat	Google	Session	It is used to control the rate of requests to the server.
OTZ	Google	Two years	It is used to produce aggregate statistics.
OGP	Google	Two years	It is used to connect the user to Google Maps.

Third-party cookies - Google Analytics Cookies

Google Analytics cookies are performance analysis/recording cookies that allow us to collect anonymous information about how visitors use our website. These cookies can inform us about how many visitors

use the website, the time and duration of access, and also provide information on how visitors navigate through the various parts of the website. This information helps us improve the way our website works. It is anonymous information and does not contain personal data. The information collected by Google Analytics cookies about our website is transferred to and stored on Google servers in accordance with Google's privacy policy.

You can disable tracking by Google Analytics by clicking https://tools.google.com/dlpage/gaoptout?hl=en=GB. If you disable these cookies your use of the website will not be counted, nor will it be used in the statistics we collect to improve the services we provide through the website. Website operation will not be affected.

3. Acceptance of Installation of Cookies – Settings

When the visitor enters our website for the first time, he/she is informed about the existence of cookies and our related policy.

In case he/she does not agree, he/she must stop browsing the website or disable the use of cookies in the browser settings. If cookies are not installed, there may be a significant impact on both the website's functionality and the ability to download information.

In most browsers, you can change the relevant settings to delete cookies from your computer's hard drive, block all cookies, or receive a warning message before a cookie is installed. Please check your browser's instructions to learn more about these features. If you reject cookies the functionality of the Website may be limited and you may not be able to take advantage of the various features of the Website.

If you would like more information on how to manage certain types of cookies, including how to control or delete them, please visit: www.aboutcookies.org.