

Cookie statement

Version 2 – 18/06/2024

1. Who are we?

We are Toba HR Solutions NV, a company incorporated under Belgian law, having its registered office at Bellevue Toren, Bellevue 5/901, 9050 Gent-Ledeberg, Belgium, ("Toba HR Solutions", "we") and registered with the Crossroads Bank for Enterprises under enterprise number 0476.252.776

We at Toba HR Solutions provide a solution that automates and streamlines all processes in human capital: planning, remuneration, training, administration, management ...

We value your right to privacy and make every effort to protect your personal data in accordance with applicable data protection law, including the General Data Protection Regulation (EU) 2016/679 ("GDPR") and national implementing legislation. This cookie statement is intended to inform you about the features and purposes of the cookies that we use. We also invite you to read our Privacy Statement [[LINK TO PRIVACY POLICY](#)], which sets out the rules regarding privacy protection which apply to our websites.

2. What are cookies?

Cookies are small data or text files which are placed and stored on your local computer when you visit our website www.tobahrsolutions.be Cookies help Toba HR Solutions to do different things, such as enabling certain features on our website or measure how visitors such as you use our website.

Our objective with the use of cookies is to enable you to use our website conveniently and to provide you with the best possible service during your site visits. They enable us to optimize our website.

3. Your consent

When you visit our website for the first time, we call your attention to our cookies statement by way of a cookie banner, so that if you wish you may configure your browser settings to limit or block the use of cookies. We also inform you how to consent to their use Cookies are essential for us to optimize every visit to the website. For example, cookies remember every technical choice the user has made (e.g. choices regarding language, newsletter, etc.) and help to offer the user all relevant services and suggestions. The cookies with their different purposes are described more in detail under article 4 and 5 of this Cookie Policy. You are free to accept or

reject the cookies. However, you should be aware that if you refuse to accept cookies, this might make your browsing session on our website less convenient.

4. Types of cookies

Cookies can be divided into categories according to their origin, function and lifetime.

1. Origin:

First-party cookies (direct cookies): these cookies are set by Toba HR Solutions during your visit to one of our sites.

Third-party cookies (indirect cookies): these cookies are set by a third party when you visit a Toba HR Solutions website, such as cookies set by Google, Twitter or Facebook. With regard to cookies set by third parties we refer you to the statements on their own websites. Please note that Toba HR Solutions has no influence whatsoever either on the contents of these statements or on the actual contents of the cookies set by these parties.

2. Function:

- **Strictly necessary cookies:** these cookies are required in order to browse our website.
- **Functional cookies:** these cookies allow our website to remember your preferences. They include login cookies, registration cookies and language preference cookies. Functional cookies are first-party cookies.
- **Performance cookies:** these cookies are set on the website for statistical, social or commercial purposes or to generate general visitor profiles. The purpose of performance cookies is basically to make your browsing session easier, more convenient and more enjoyable. Performance cookies may be first-party or third-party.
 - Cookies set for statistics purposes enable the site managers to see which website pages you have visited and to geographically locate the computer/device used, e.g. Google Analytics.
 - Cookies set for social purposes enable users to share website content on the social networks: Twitter, Facebook, etc. if they wish.
- **Marketing cookies:** these cookies are placed on the website for marketing purposes.
 - Cookies set for profiling purposes enable the site managers to establish user profiles so as to be able to display advertising suited to their main interests: e.g. DoubleClick cookies.

Cookies set for advertising purposes record the advertisements that have been displayed during a user's browsing sessions and their frequency. A number of cookies of this kind are used by Google Analytics. Convenience cookies may be either first-party or third-party cookies.

3. Lifetime:

- **Persistent cookies:** also known as 'tracking cookies', these outlast an individual session and remain on your hard disk for a predefined period of time or until you choose to delete them.

- **Session cookies:** these are temporary cookies that enable visitors to navigate quickly and easily through the site during a browsing session. A browsing session begins when the visitor opens the browser window and ends when the visitor closes the window. All session cookies are deleted when you close your browser. Session cookies are usually functional cookies.

5. Our use of cookies

When you use our website, we will place the following cookies:

Cookie	Origin	Function	Lifetime
PHPSESSID	Toba HR Solutions	Strictly necessary This cookie is used to identify your session on the website.	End of session
tarteaucitron	Toba HR Solutions	Strictly necessary This cookie is used to save the cookie preference of a visitor	1 year
__cf_bm	Cloudflare	Strictly necessary This cookie helps us detect malicious visitors to our website and minimizes blocking legitimate users.	30 minutes
_cfuvid	Cloudflare	Strictly necessary This cookie is used to distinguish between individual users who share the same IP address and apply rate limits	Session
__hstc	Hubspot	Performance This cookie is used to track visitors, including time of first visit, time of last visit, time of the current visit, number of times the website	6 months

		has been visited and a visitor identifier.	
__hssc	HubSpot	Performance This cookie is used to update the times and number of visits of the __hstc cookie.	30 minutes
__hssrc	Hubspot	Performance This cookie is used to determine if a user has restarted their browser.	End of session
Hubspotutk	Hubspot	Functional This cookie is used to keep track of the visitor's identity	6 months
pll_language	Polylang	Functional This cookie is used to remember the language the user selects when returning to the website and get the language information when unavailable in another way	1 year
VISITOR_PRIVACY_METADATA	YouTube	Strictly Necessary This cookie is used to store the user's consent and privacy choices.	6 months
YSC	Youtube	Marketing This cookie is used to collect data on all your video viewing activity on our website.	Session

VISITOR_INFO1_LIVE	YouTube	Marketing This cookie collects data about your video preferences (e.g., what type of videos you watch most often and how you interact with different video content)	6 months
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6. Our use of the Meta Pixel

Our website may use the [Meta Pixel](#). This is an invisible image that is included on the pages of our website and that is stored on Meta's servers. Each time you open a page of our website where this pixel has been recorded, this pixel is downloaded to your device from that Meta server. The following data is provided to Meta: your IP address and the specific characteristics of your device (e.g. type, operating system, specific software and hardware).

While we cannot link this information to you, Meta may do so if you also have a profile on Facebook. To this end, Meta acts as the data controller. We therefore invite you to consult Facebook's privacy policy in order to learn about the purposes (including advertising purposes) for which the information collected by Meta is used. We only receive statistical information from Meta itself and not your personal data.

If you do not wish to receive certain marketing, you can adjust your advertising preferences in your personalized Facebook page. Finally, via the settings of your mobile device, you can also indicate that the machine data cannot be communicated to third parties.

7. Adjusting your browser settings

Any time you wish, you can adjust your browser settings for accepting or rejecting cookies. These settings can generally be found in your browser's Options or Settings menu.

8. Contact details

If you have questions about this cookie statement, you can contact Toba HR Solutions by e-mail: ciso@tobahr.be

9. For more info on cookies

At www.allaboutcookies.org you can learn more about how cookies work.

The Internet Advertising Bureau (IAB), an alliance of online advertising agencies, offers a lot of useful information and advice on behavioral advertising and online privacy at <http://www.youronlinechoices.eu/>