



COOKIE POLICY

<u>Company</u>	<u>Who processes Your data</u>	<u>Contact person</u>
JP työnvuokraus Oy 3276137-3 Kuninkaistentie 6 A 02610		Data Privacy Officer, JP työt privacy@jptyot.fi 09 3540 2230

[25.08.2023]

This cookie policy explains how JP työnvuokraus Oy, operating under the name JP työnvuokraus (" **JP työnvuokraus** ", " **we** ," or " **our** ") uses cookies and similar technologies to recognize you when you visit our website at <https://www.jptyot.fi> , (" **Websites** "). Here we explain what these technologies are, why we use them, and your rights to control their use.

In some cases, we may use cookies to collect personal information or they will become personal information if we combine them 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. Website owners widely use cookies to make their websites work or work more efficiently and to provide reporting information.

The cookies set by the site owner (in this case JP työnvuokraus Oy) are called "first-party cookies". Cookies set by parties other than the website owner are called "third-party cookies". Third-party cookies enable the provision of third-party features or functions on or through the website (eg advertising, interactive content and analytics). Parties that set these third-party cookies can recognize your computer both when it visits that website and when it visits certain other websites.

WHY DO WE USE COOKIES AND TRACKING TECHNOLOGIES?

We use cookies and tracking technologies for several purposes, including:

1. **Website Functionality:** Some cookies are necessary for the proper functioning of our website. They enable you to navigate the site, use its features, and access secure areas.
2. **Analytics and Performance:** We use cookies to gather information about how visitors use our website. This helps us improve the site's performance, identify areas for enhancement, and understand user preferences.
3. **Marketing and Advertising:** Cookies may be used to personalize the content and ads you see based on your interests and online behavior. This helps us provide more relevant information and promotions.
4. **Third-Party Services:** We may integrate third-party services that use cookies to provide additional functionality, such as social media sharing buttons or embedded content.

TYPES OF COOKIES WE USE

1. **Session Cookies:** These cookies are temporary and are erased when you close your browser. They allow you to move from page to page without having to log in repeatedly.
2. **Persistent Cookies:** These cookies remain on your device even after you close your browser. They help us remember your preferences and settings for your future visits.
3. **Analytics Cookies:** These cookies collect information about how visitors use our website, such as which pages are visited most often and if users receive error messages. This information helps us improve the site's functionality.
4. **Marketing Cookies:** We may use these cookies to display targeted ads that are relevant to your interests and behavior. They may also be used to limit the number of times you see an ad.

HOW CAN I MANAGE COOKIES?

You have the right to decide whether to accept or reject cookies. You can exercise your cookie rights by setting your settings in the Cookie Consent Manager. With Cookie Consent Manager, you can choose which cookie categories you accept or reject. Necessary cookies cannot be rejected because they are absolutely necessary to provide services to you.

The Cookie Consent Manager can be found in the notification banner and on our website. If you choose to reject cookies, you can still use our website, although your access to some functions and parts of our website may be restricted. You can also set or change your browser controls to accept or deny cookies. As the ways in which you can refuse cookies using your web browser controls vary from browser to browser, you should visit your browser's help menu for more information.

In addition, most ad networks offer you the option to opt out of targeted advertising. For more information, visit <http://www.aboutads.info/choices/> or <http://www.youronlinechoices.com> .

The specific types of first and third party cookies offered through our websites and their purposes are described in the table below (please note that the specific cookies displayed may vary depending on the web features you visit):

Performance and functionality cookies:

These cookies are used to improve the performance and functionality of our websites, but they are not necessary for their use. However, certain functions may not be available without these cookies.

Name:	_dc_gtm
Purpose:	Provide you with a better online experience. These cookies are used to collect information about how visitors use this site.
Service provider:	.jptyot.fi
Service:	Google Tag Manager View the service's Privacy Policy
I:	United States
Type:	http_cookie
Expires:	1 day

Name:	_gaexp
Purpose:	Used to determine the user's participation in the experiment and the end of the experiments in which the user has participated. The expiration period depends on the length of the trial, but is usually 90 days.
Service provider:	.jptyot.fi
Service:	Google Optimize View the service's Privacy Policy
I:	United States
Type:	http_cookie
Expires:	90 days

Analytics and customization cookies:

These cookies collect information that is used either in aggregate form to help us understand how our websites are used or how effective our marketing campaigns are, or to help us tailor our websites to you.

Name:	_gat
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Purpose:	Allows Google Analytics to regulate the number of requests. It is an HTTP cookie type that lasts for a session.
Service provider:	.jptyot.fi
Service:	Google Analytics View Service Privacy Policy
I:	United States
Type:	http_cookie
Expires:	1 day

Name:	_gid
Purpose:	Stores a unique identifier that is used to compile statistical information about visitors' use of the website. It is an HTTP cookie type and expires after a browsing session.
Service provider:	.jptyot.fi
Service :	Google Analytics View Service Privacy Policy
I:	United States
Type:	http_cookie
Expires :	1 day

Advertising cookies:

These cookies are used to make advertising messages more relevant to you. They perform functions such as preventing the same ad from appearing again and again, ensuring that ads are displayed correctly to advertisers, and in some cases selecting ads based on your interests.

Name:	_opt_awcid
Purpose:	Used in campaigns that are connected to Google Ads customer IDs. It expires within 24 hours.

Service provider:	.jptyot.fi
Service:	Google Optimize View the service's Privacy Policy
I:	United States
Type:	http_cookie
Expires:	1 day

WHAT ABOUT OTHER TRACKING TECHNOLOGIES LIKE BEACON?

Cookies are not the only way to identify or track website visitors. We may occasionally use other similar technologies, such as beacons (sometimes called “tracking pixels” or “clear gifs”). These are small graphic files that contain a unique identifier that allows us to recognize when someone has visited our websites or opened an email containing them. This allows us, for example, to track how users move from page to page on the website, deliver or communicate with cookies, understand whether you came to the website from an online ad displayed on a third-party website, improve website performance and measure the success of email marketing campaigns. In many cases, these technologies depend on cookies to function properly.

ARE YOU USING FLASH COOKIES OR LOCALLY SHARED OBJECTS?

Websites may also use so-called “Flash cookies” (also known as Local Shared Objects or “LSO”), among other things, to collect and store information about the use of our services, fraud prevention and other site functions.

If you do not want Flash cookies to be stored on your computer, you can adjust the settings of your Flash player to prevent the storage of Flash cookies using the tools in the [Website storage settings panel](#) . You can also manage 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 as “information” on the Macromedia site), how to prevent Flash LSOs placing on your computer without asking you and (for Flash Player 8 and later) how to block Flash cookies that are not delivered by the operator of the page you are currently on).

Please note that setting Flash Player to restrict or limit the acceptance of Flash cookies may reduce or interfere with the functionality of some Flash applications, including Flash applications that may be used in conjunction with our services or online content.

DO YOU OFFER TARGETED ADVERTISING?

Third parties may provide cookies to your computer or mobile device to advertise through our

websites. These companies may use information about your visit to this and other websites to provide relevant advertisements about products and services that may be of interest to you. They may also use technology used to measure the effectiveness of advertisements. They may achieve this by using cookies or web beacons to collect information about your visits to this and other sites in order to provide relevant advertisements about products and services that may be of interest to you. The information collected during this process does not allow us or them to identify your name, contact information or any other information that directly identifies you unless you choose to provide it.

HOW OFTEN IS THIS COOKIE POLICY UPDATED?

We may update this cookie policy from time to time to reflect, for example, changes to the cookies we use or for other operational, legal or regulatory reasons. For this reason, please consult this cookie policy regularly to stay up-to-date on the 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 more information?

If you have any questions about our use of cookies or other technologies, send us an email to privacy@jptyot.fi.