

Cookie policy

As a HR solutions provider processing a lot of personal data, the safety and confidentiality of the personal data we process, are a key concern for us. Moreover, we wish to be very clear and transparent about what happens when we collect and use your personal data, in this case when we place cookies on your device and collect those cookies afterwards. Hence this cookie policy.

Cookies are small text files which are placed on your computer when you visit our website (<https://www.hudsonsolutions.com/>). Cookies help us to do different things, such as enabling certain features on our website or measure how visitors such as you use our website.

1. What if this cookie policy does not answer all of your questions?

Should you have further questions regarding the processing of your personal data, do not hesitate to contact us via be.privacy@hudsonsolutions.com

2. Who is “we”?

In this Cookie policy, references to 'Hudson', 'we', 'us' and 'our' pertain to the following entities of our group: Hudson Belgium nv (head office), Avenue du Bourget/Bourgetlaan 42, 1130 Brussels, Belgium, with company registration number BE0459165435; Hudson Nederland, Fred. Roeskestraat 115, 1076 EE Amsterdam, The Netherlands, with company registration number NL859769951B01; and Hudson Luxembourg, Avenue du Bois 15, Limpertsberg, 1251 Luxembourg, Luxembourg, with business registration number LU14966354.

Hudson **is responsible** for collecting and using (or – as the law calls it – “processing”) your personal data as explained in this cookie policy.

However, to be completely accurate, we need to clarify that, legally, **each employee** working at Hudson is also responsible for the processing of your personal data.

3. Which cookies do we use and why?

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

3.1 Strictly Necessary cookies

These cookies are necessary for the website to function and cannot be switched off in our systems. They are usually only set in response to actions made by you which amount to a request for services, such as setting your privacy preferences, logging in or filling in forms. You can set your browser to block or alert you about these cookies, but then some parts of the site will not work. These cookies do not store any personally identifiable information.

First Party:

Host	Cookie Name	How long (in days) a cookie will remain on your device (unless you delete it)
www.hudsonsolutions.com	eupubconsent	2914374
www.hudsonsolutions.com	OptanonAlertBoxClosed	365
www.hudsonsolutions.com	hudson#lang-last-visit	365
www.hudsonsolutions.com	__RequestVerificationToken	Session
www.hudsonsolutions.com	OptanonConsent	365

Third Party:

Host	Cookie Name	How long (in days) a cookie will remain on your device (unless you delete it)
Cookielaw.org	__cfduid	30

3.2 Performance cookies

These cookies allow us to count visits and traffic sources so we can measure and improve the performance of our site. They help us to know which pages are the most and least popular and see how

visitors move around the site. All information these cookies collect is aggregated and therefore anonymous. If you do not allow these cookies we will not know when you have visited our site, and will not be able to monitor its performance.

First Party:

Host	Cookie Name	How long (in days) a cookie will remain on your device (unless you delete it)
www.hudsonsolutions.com	_gat_UA-nnnnnnnn-nn	< 1
www.hudsonsolutions.com	_gid	1
www.hudsonsolutions.com	_ga	730
www.hudsonsolutions.com	_gclxxx	90

3.3 Targeting cookies

These cookies may be set through our site by our advertising partners. They may be used by those companies to build a profile of your interests and show you relevant adverts on other sites. They do not store directly personal information, but are based on uniquely identifying your browser and internet device. If you do not allow these cookies, you will experience less targeted advertising.

First Party:

Host	Cookie Name	How long (in days) a cookie will remain on your device (unless you delete it)
www.hudsonsolutions.com	_fbp	90

Third Party:

Host	Cookie Name	How long (in days) a cookie will remain on your device (unless you delete it)
doubleclick.net	test_cookie	< 1
doubleclick.net	IDE	390
ads.linkedin.com	lang	Session
linkedin.com	bcookie	731
linkedin.com	lidc	1
linkedin.com	lang	Session
linkedin.com	UserMatchHistory	30
linkedin.com	lissc	365
www.linkedin.com	bscookie	731
youtube.com	GPS	< 1
youtube.com	VISITOR_INFO1_LIVE	180
youtube.com	YSC	Session
youtube.com	fr	90
Facebook.com		Session

You can give your consent (Accept all cookies) or change your preferences (Cookie settings) by clicking the appropriate button in the cookie banner. You can withdraw your consent at any time by deleting the cookies stored in your browser. You can find more information on how to do this on the websites of the respective browser manufacturers:

1. Internet Explorer: <https://support.microsoft.com/en-gb/help/17442/windows-internet-explorer-delete-manage-cookies>
2. Safari: <https://support.apple.com/en-gb/guide/safari/manage-cookies-and-website-data-sfri11471/mac>
3. Firefox: <https://support.mozilla.org/en-US/kb/enable-and-disable-cookies-website-preferences>
4. Chrome: <https://support.google.com/chrome/answer/95647?hl=en>
5. Microsoft Edge: <http://windows.microsoft.com/en-gb/windows-10/edge-privacy-faq>

4. With whom do we share your personal data?

We will not share your personal data with anyone but the people working for Hudson, as well as our suppliers who help us process your personal data. Anyone who has access to your personal data will always be bound by strict legal or contractual obligations to keep your personal data safe and confidential. This means that only the following recipients will receive your personal data:

1. You;
2. Hudson's staff and suppliers.

Your personal data are not sent outside the European Economic Area by us (the European Economic Area consists of the EU, Liechtenstein, Norway and Iceland).

5. How long do we keep your personal data?

Please note, that cookies listed above remain on your device for the whole duration of the indicated lifespan (unless you delete them manually). Each time you visit our website, these cookies will be collected again.

6. What do we do to keep your personal data safe

As explained earlier, as a law firm the security and confidentiality of all data we process is very important to us. We have also technical, organizational and contractual measures to ensure that our infrastructure, systems, applications, premises and processes are and remain safe.

7. Which rights do you have with regard to your personal data?

When we collect and use your personal data, you enjoy a right of access, correction, erasure, data portability as well as restriction and opposition to processing your personal data. Note, however, that where it concerns personal data processed through cookies, we anonymize immediately. We are no longer processing any personal data, hence no rights can be granted.

If you have any complaint regarding the processing of your personal data by Hudson, you may always contact us via the e-mail address be.privacy@hudsonsolutions.com