

# Cookie Policy Developers Shore

## Why and who?

Developers Shore AB, registration number 559121-2245, ("**Developers Shore**", "**we**", "**us**", "**our**") is using cookies and other tracking technologies ("**Cookies**") in order to improve your user experience.

This Cookie Policy ("**the Policy**") describes Developers Shore's usage of Cookies by explaining what Cookies are, why we use them and how you can control the usage of Cookies when you use our service - matching talent with opportunity - and/or our Webpage developersshore.com / career.developersshore.com (commonly referred to as "**Webpage**"). The Policy does not inform about the usage of Cookies that are essential in order to provide the Webpage and its services to you (so-called *strictly necessary cookies* ).

For more information about how we process your personal data in relation to Cookies, see our Privacy Policy (in the footer of the main page).

## What are Cookies?

A Cookie is a text file that is sent from the Webpage and stored on your computer, cell phone or any other device that you use to visit the Webpage.

Cookies allow us to e.g. recognise the device you use next time you visit the Webpage, provide certain essential functions and to monitor user behavior on the Webpage.

### How long is the Cookie stored?

There are two types of Cookies; Session cookies and Permanent cookies.

**Session cookies** are deleted when you close the browser (e.g. Internet explorer, Safari or Google Chrome).

**Permanent cookies** remains on your device after you have closed the browser. The Cookie will be stored for as long as it is indicated in the Cookie or until you remove it.

## Developers Shore's usage of Cookies

We use the following types of Cookies:

**Preference** These Cookies remembers your choices on the Webpage (e.g. username, language etc.) and tells us how you have interacted with the Webpage so that we can personalize our service.

**Marketing** By collecting information on how you interact with the Webpage, these Cookies help us to be more relevant in our communication with you and improve your experience.

These Cookies are often placed by a third party with the intent to handle performance for ads, show ads and / or build user profiles in order to display ads elsewhere.

**Other tracking technologies** These techniques will help us understand how you use the Webpage. This can e.g. be a small, transparent picture that is embedded in a Web Page or in an email and it collects data such as your IP-address, information about your device, your location etc.

### **First party Cookies**

First party cookies are set by the Webpage on your device and can therefore only be read by you or us.

### **Third party cookies**

The Cookie is set by another party than us when you visit the Webpage.

Developers Shore only uses reliable third parties. Third-party cookies can e.g. help us understand the needs of our users and give us information on how effective our marketing is. Third-party cookies may in some cases be used on websites other than the Website. Information collected by these third parties cannot identify your name, contact information or other personal information unless you choose to provide it. Since we can't provide detailed information we refer to their respective policies.

<b>COOKIE</b>	<b>Description</b>
__cf_bm	This cookie, set by Cloudflare, is used to support Cloudflare Bot Management.
__hssc	HubSpot sets this cookie to keep track of sessions and to determine if HubSpot should increment the session number and timestamps in the __hstc cookie.
__hssrc	This cookie is set by Hubspot whenever it changes the session cookie. The __hssrc cookie set to 1 indicates that the user has

	restarted the browser, and if the cookie does not exist, it is assumed to be a new session.
__hstc	Hubspot set this main cookie for tracking visitors. It contains the domain, initial timestamp (first visit), last timestamp (last visit), current timestamp (this visit), and session number (increments for each subsequent session).
_clck	Microsoft Clarity sets this cookie to retain the browser's Clarity User ID and settings exclusive to that website. This guarantees that actions taken during subsequent visits to the same website will be linked to the same user ID.
_clsk	Microsoft Clarity sets this cookie to store and consolidate a user's pageviews into a single session recording.
_fbp	Facebook sets this cookie to display advertisements when either on Facebook or on a digital platform powered by Facebook advertising after visiting the website.
_ga	Google Analytics sets this cookie to calculate visitor, session and campaign data and track site usage for the site's analytics report. The cookie stores information anonymously and assigns a randomly generated number to recognise unique visitors.
_ga_*	Google Analytics sets this cookie to store and count page views.
_gat_UA-*	Google Analytics sets this cookie for user behaviour tracking.

_gcl_au	Google Tag Manager sets the cookie to experiment advertisement efficiency of websites using their services.
_gid	Google Analytics sets this cookie to store information on how visitors use a website while also creating an analytics report of the website's performance. Some of the collected data includes the number of visitors, their source, and the pages they visit anonymously.
_GRECAPTCHA	Google Recaptcha service sets this cookie to identify bots to protect the website against malicious spam attacks.
_hjAbsoluteSessionInProgress	Hotjar sets this cookie to detect a user's first pageview session, which is a True/False flag set by the cookie.
_hjFirstSeen	Hotjar sets this cookie to identify a new user's first session. It stores the true/false value, indicating whether it was the first time Hotjar saw this user.
_hjIncludedInSessionSample_3156707	Description is currently not available.
_hjRecordingEnabled	Hotjar sets this cookie when a Recording starts and is read when the recording module is initialized, to see if the user is already in a recording in a particular session.
_hjRecordingLastActivity	Hotjar sets this cookie when a user recording starts and when data is sent through the WebSocket.

_hjSession_*	Hotjar sets this cookie to ensure data from subsequent visits to the same site is attributed to the same user ID, which persists in the Hotjar User ID, which is unique to that site.
_hjSessionUser_*	Hotjar sets this cookie to ensure data from subsequent visits to the same site is attributed to the same user ID, which persists in the Hotjar User ID, which is unique to that site.
_uetSID	Bing Ads sets this cookie to engage with a user that has previously visited the website.
_uetvid	Bing Ads sets this cookie to engage with a user that has previously visited the website.
AnalyticsSyncHistory	LinkedIn set this cookie to store information about the time a sync took place with the lms_analytics cookie.
ANONCHK	The ANONCHK cookie, set by Bing, is used to store a user's session ID and verify ads' clicks on the Bing search engine. The cookie helps in reporting and personalization as well.
attribution_user_id	This cookie is set by Typeform for usage statistics and is used in context with the website's pop-up questionnaires and messaging.
AWSALBTG	No description available.
AWSALBTGCORS	No description available.

bcookie	LinkedIn sets this cookie from LinkedIn share buttons and ad tags to recognize browser IDs.
bscookie	LinkedIn sets this cookie to store performed actions on the website.
CLID	Microsoft Clarity set this cookie to store information about how visitors interact with the website. The cookie helps to provide an analysis report. The data collection includes the number of visitors, where they visit the website, and the pages visited.
CONSENT	YouTube sets this cookie via embedded YouTube videos and registers anonymous statistical data.
cookieawinfo-check box-advertisement	Set by the GDPR Cookie Consent plugin, this cookie records the user consent for the cookies in the "Advertisement" category.
cookieawinfo-check box-analytics	This cookie is set by GDPR Cookie Consent plugin. The cookie is used to store the user consent for the cookies in the category "Analytics".
cookieawinfo-check box-functional	The cookie is set by GDPR cookie consent to record the user consent for the cookies in the category "Functional".
cookieawinfo-check box-necessary	This cookie is set by GDPR Cookie Consent plugin. The cookies is used to store the user consent for the cookies in the category "Necessary".

cookieLawInfo-check box-others	This cookie is set by GDPR Cookie Consent plugin. The cookie is used to store the user consent for the cookies in the category "Other."
cookieLawInfo-check box-performance	This cookie is set by GDPR Cookie Consent plugin. The cookie is used to store the user consent for the cookies in the category "Performance".
CookieLawInfoConse nt	CookieYes sets this cookie to record the default button state of the corresponding category and the status of CCPA. It works only in coordination with the primary cookie.
fr	Facebook sets this cookie to show relevant advertisements by tracking user behaviour across the web, on sites with Facebook pixel or Facebook social plugin.
hubspotutk	HubSpot sets this cookie to keep track of the visitors to the website. This cookie is passed to HubSpot on form submission and used when deduplicating contacts.
IDE	Google DoubleClick IDE cookies store information about how the user uses the website to present them with relevant ads according to the user profile.
JSESSIONID	New Relic uses this cookie to store a session identifier so that New Relic can monitor session counts for an application.
li_gc	Linkedin set this cookie for storing visitor's consent regarding using cookies for non-essential purposes.

li_sugr	LinkedIn sets this cookie to collect user behaviour data to optimise the website and make advertisements on the website more relevant.
lidc	LinkedIn sets the lidc cookie to facilitate data center selection.
messagesUtk	HubSpot sets this cookie to recognize visitors who chat via the chatflows tool.
MR	This cookie, set by Bing, is used to collect user information for analytics purposes.
MUID	Bing sets this cookie to recognise unique web browsers visiting Microsoft sites. This cookie is used for advertising, site analytics, and other operations.
pll_language	Polylang sets this cookie to remember the language the user selects when returning to the website and get the language information when unavailable in another way.
SM	Microsoft Clarity cookie set this cookie for synchronizing the MUID across Microsoft domains.

## Managing Cookies

When you visit the Webpage for the first time we ask for your consent to use non-necessary cookies. You can withdraw your consent at any time. If you no longer wish to store the Cookies you have accepted, you can go to your web-browser settings and accept, deny or remove



cookies (usually under "Help", "Settings" or "Edit"). Note that you will likely not be able to use all services on the Webpage if you choose to deny Cookies.

## **Changes to this Policy**

We reserve the right to make changes in this Policy. If a change affects our obligations or your rights, we will inform you about the changes in advance in order to give you the possibility to accept the updated policy.

## **Contact**

Contact us if you have any questions about Cookies: [hello@developersshore.com](mailto:hello@developersshore.com)