

COOKIES POLICY

This Cookies Policy aims to make you feel at ease with how we use cookies on our website and outlines the guidelines that govern our use of cookies. By using our website, you consent to the use of cookies to track your activity on www.jobjack.co.za. If you have any concerns or wish to withdraw your consent, you can follow the instructions below.

1. What Are Cookies?

Cookies are small text files that websites may place on your computer or mobile device while you browse. They serve various purposes, such as enhancing your browsing experience, remembering preferences, and improving website functionality.

For greater detail about cookies, here are a few websites for reference:

www.allaboutcookies.org / www.youronlinechoices.eu / www.termsfeed.com

2. Consent and Preferences

Upon your first visit to our website, you may have seen a pop-up regarding cookie usage. Although it may not appear on subsequent visits, you can withdraw your consent at any time by following the instructions below.

3. Why do We Use Cookies?

The information we collect using cookies helps us understand customers/ users of our website(s) better so that we can provide a more focused user experience. Cookies can, for example, be used to remember user login information and online shopping cart items, to helping companies create targeted ads. Using the knowledge of your previous visit to our website(s), JOBJACK can enhance subsequent visits by tailoring our content to match your requirements.

The most common function of cookies is to remember bits of information that help make browsing the web easier and more hassle-free for you.

We use cookies principally because we want to make our website(s) and mobile application(s) (if any) user-friendly, and we are interested in anonymous user behaviour. Generally, cookies do not store sensitive or personally identifiable information such as your name and address or credit card details.

In the unlikely event that our website(s) uses cookies to store personal information about you, JOBJACK encrypts the personal information to prevent unauthorised use by anyone else.

4. Types of Cookies

Nr.	Cookie Type	Description
1.	Strictly Necessary Cookies	Essential for the operation of our website. They include, for example, cookies that enable you to log into secure areas of our website, use a shopping cart or make use of e-billing services.
2.	Analytical/Performance Cookies	They allow us to recognise and count the number of visitors and to see how visitors move around our website when they are using it. These cookies may also tell us how many of our visitors are male or female and may summarise the number of visitors who fall within certain age ranges, or certain interest categories or certain geographical areas. This helps us to improve the way our website works, for example, by ensuring that users are finding what they are looking for easily.
3.	Social Networking Cookies	These cookies allow users to share content on social media platforms and help link activity between a website and third-party sharing platforms.
4.	Behaviourally Targeted Advertising Cookies	These cookies record your visit to our website, the pages you have visited and the links you have followed. They are specifically designed to gather information from users on their devices to display advertisements based on relevant topics of interest. They are also used to limit the number of times you see an advertisement, as well as to help measure the effectiveness of the advertising campaign. These cookies remember that you have visited our website and use this information to tailor advertising for our products and/ or services when you visit third party websites. The information on the users gathered by the cookies may be shared with other advertisers to measure the performance of their advertisements. We may also share this information with third parties for this purpose. They are mainly third party cookies on our website, and are placed by advertising networks.

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5. Managing Cookies

Most web browsers have tools to delete or block cookies. However, blocking cookies may affect the functionality of some website features.

6. Disabling Cookies

If you disagree with the use of cookies, you can disable them by following the instructions on www.allaboutcookies.org or using available automated tools. Please be aware that disabling cookies may impact certain personalised features. Users can also manage cookies (and delete cookie files) by opening their web browser (such as Chrome, Firefox, or Safari) and finding where cookies are stored. For example, cookie storage can be enabled/ disabled in Internet Explorer by clicking "Tools", then "Internet Options", then the "Privacy" tab and "Advanced". Please understand, however, that some of the services will not function so well if cookies are disabled.

Where the organisation setting the cookie provides an automated disabling tool in respect of its cookie(s), we list the name of that organisation, the category of cookies it sets together with a link to its automated disabling tool. In all other cases, we list the names of the cookies themselves and their source at the date of this Cookies Policy so that you can easily identify and disable them if you want through your browser controls.

After your initial visit to this website, we may change the cookies we use. This Cookies Policy will always allow you to know who is placing cookies, for what purpose and give you the means to disable them so you should check it from time to time.

7. What Cookies Do We Use?

For detailed information about the cookies we use, their purposes, duration, and sources, please refer to the table below:

Cookie	Name	Purpose	Duration
• Necessary	ssr-caching	The ssr-caching cookie is set by WIX and indicates how a site was rendered.	Less than a minute
• Other	client-session-bind	No description available	Session
• Other	server-session-bind	No description available	Session
• Necessary	__cf_bm	This cookie, set by Cloudflare, is used to support Cloudflare Bot Management.	1 Hour
• Advertisement	bcookie	LinkedIn sets this cookie to track the use of embedded services.	1 year
• Functional	li_gc	LinkedIn set this cookie for storing visitor's consent regarding using cookies for non-essential purposes.	6 Months
• Functional	lidc	LinkedIn sets the lidc cookie to facilitate data center selection.	1 Day
• Other	_leadgenie_session	No description available	Session
• Necessary	XSRF-TOKEN	This cookie enhances visitor browsing security by preventing cross-site request forgery.	Session
• Necessary	hs	Wix platform sets this cookie for security purposes.	Session
• Necessary	svSession	Wix platform sets this cookie to identify unique visitors and track a visitor's session on a site.	1 Year 1 Month 4 Days
• Other	apolloAnonId	No description available	Never
• Other	eventQueue	No description available	Never
• Other	fedops.logger.sessionId	No description available	Never
• Other	mpaSessionId	No description available	Session
• Other	X-CSRF-TOKEN	No description available	Session
• Necessary	bSession	Maintains your session while using the site	No information available
• Necessary	consent-policy	Stores your cookie and privacy preferences	No information available
• Necessary	_fw_crm_v	Enables CRM integrations for customer support	No information available

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• Necessary	hs	Provides site session security and reliability	No information available
• Necessary	__cf_bm (Cloudflare)	Protects the site from bots and malicious traffic	No information available
• Necessary	firebase_user_backup	Restores login session if re-authentication is needed	No information available
• Necessary	userjj_role	Stores user access role for correct permissions	No information available
• Necessary	userjj_token_exp	Holds JWT expiration time for session validity	No information available
• Necessary	userjj_token	JWT used for maintaining current authenticated session	No information available
• Necessary	userjj_identifier	Unique identifier for backend data requests	No information available
• Analytics	_ga, ga (GA4), _gid	Google Analytics cookies to distinguish users and track site usage	Session
• Analytics	_gcl_au	Google Ads/Analytics cookie for measuring conversions	Session
• Analytics	_ga_NTNQ6S25FM, _ga_NWXVV42ZMQ	Google Analytics 4 session tracking	Session
• Advertisement	NID	Stores Google ad preferences	No information available
• Advertisement	APISID, HSID, SAPISID, SID, SIDCC	Support Google login services and ad personalization	No information available
• Advertisement	AEC	Ensures requests come from real users and not bots	No information available
• Advertisement	__Secure- cookies (e.g. __Secure-1PSID, __Secure-3PSID, __Secure-1PAPISID, __Secure-3PAPISID, __Secure-PSIDCC, __Secure-PSIDTS)	Provide secure login, protect user data, and support personalised ads	No information available
• Advertisement	HSID	Provides account security and ad personalisation	No information available
• Other	dwndvc, dwnjrn (Apollo.io)	CRM and engagement tracking	No information available
• Other	hubspotutk (Hubspot embedded Book a Demo form)	Keeps track of a visitor's identity which would be the requirement to pre-populate a form with known values.	No information available

Please note that third parties (including, for example, advertising networks and providers of external services like web traffic analysis services) may also use cookies, over which we have no control. These cookies are likely to be analytical/ performance cookies or targeting/ advertising cookies.

3. Updates to Cookies Policy

We may update this Cookies Policy from time to time in order to reflect, for example, changes to the cookies we use or for other operation, legal or regulatory reasons. Please, therefore, re-visit this policy regularly to stay informed about our use of cookies and related technologies.