

# Cookies Policy

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## What are cookies?

To make this site work properly, we sometimes place small data files called cookies on your device. Most big websites do this too.

A cookie is a small text file that a website saves on your computer or mobile device when you visit the site. It enables the website to remember your actions and preferences (such as login, language, font size and other display preferences) over a period of time, so you don't have to keep re-entering them whenever you come back to the site or browse from one page to another.

## Why do we use cookies?

We use first and third party cookies for several reasons. Some cookies are required for technical reasons in order for our Websites to operate, and we refer to these as "essential" or "strictly necessary" cookies. Other cookies also enable us to track and target the interests of our users to enhance the experience. Third parties serve cookies through our websites for advertising, analytics and other purposes.

We may also use small pieces of software code called "web beacons" or "clear gifs" to collect anonymous and aggregate advertising matrix, such as counting page views, promotion views, or advertising responses. A web beacon is an electronic image, called a single-pixel or clear GIF. Web beacons can recognise certain types of information on user's computer, such as a user's Cookie number, time and date of a page view, and description of the page where the web beacon is placed. You may render some web beacons unusable if you choose to reject their associated cookies. These web beacons may be used to deliver cookies that conform with our Cookie Policy.

## How do we use cookies?

Our cookies help us:

- Make our website work as you'd expect
- Remember your settings during and between visits
- Improve the speed/security of the site
- Allow you to share pages with social networks like Facebook
- Continuously improve our website for you
- Make our marketing more efficient (ultimately helping us to offer you the service, jobs and help that we do)

## We do not use cookies to:

- Collect any personally identifiable information (without your express permission)
- Collect any sensitive information (without your express permission)
- Pass personally identifiable data to third parties

You can learn more about all the cookies we use below

## Cookies we use

We use cookies to make our website work including:

- Making our subscription system work
- Remembering your search settings
- Remembering if you have accepted our terms and conditions
- Showing you which pages you have recently visited
- Allowing you to apply for our jobs advertised on our site
- Remembering if we have already asked you certain questions (e.g. accepted our cookies in the past)

There is no way to prevent these cookies being set other than to not use our site.

## How to control cookies?

You can control and/or delete cookies as you wish – for details, see <http://www.aboutcookies.org.uk/>. You can delete all cookies that are already on your computer and you can set most browsers to prevent them from being placed. If you do this, however, you may have to manually adjust some preferences every time you visit a site and some services and functionalities may not work. In addition, most advertising networks offer you a way to opt out of targeted advertising. If you would like to find out more information, please visit <http://www.aboutads.info/choices/> or <http://www.youronlinechoices.com>. Please be aware that if you do not configure your browser you will accept cookies provided by this website.

## Where can I get further information?

If you have any questions about our use of cookies or other technologies, please contact us via:

**Email:** [justin@bmrecruitment.co.uk](mailto:justin@bmrecruitment.co.uk)

**Phone:** 0114 279 2843