

COOKIE STATEMENT

Xebia is a tradename of Xebia Group B.V. and its affiliates (“**Xebia**” or “**we**”). In this statement, we would like to inform you about the use of cookies and similar technologies (“**Cookies**”).

We manage multiple websites and/or apps via our affiliated companies. These are:

- [GoDataDriven](#)
- [Xpirit](#)
- [Binx](#)
- [Qxperts](#)
- [Xcellerated](#)
- [g-company](#)
- [Oblivion](#)
- [SwissQ](#)
- [coMakeIT](#)
- [Appcino](#)
- [PGS Software](#)

If you would like to know more about cookies, how we use them and how to delete them, please read this Cookie Statement.

If, after reading this Cookie Statement, you have any questions about the use of cookies by Xebia, please contact us using the following contact details:

Xebia Group B.V.
Laapersveld 27
1213 VB Hilversum (The Netherlands)
Mail: privacy@xebia.com

For more information about the ways in which Xebia handles personal data, please refer to our Privacy Statement.

This Cookie Statement consists of the following sections:

- 1) What are cookies and similar technologies?
- 2) Cookies we use
- 3) Cookies placed by Third Parties
- 4) Exercising control over cookies
- 5) Updates to this Cookie Statement
- 6) Who to contact if you have any questions

1. What are cookies and similar technologies?

Cookies are small text files that we store on your device and read during your next visit. This can be done by means of the browser of a computer, tablet, or smartphone, for example. A cookie makes it possible to save certain data or settings, so that we

can recognize you the next time you visit our website and your settings can be preserved.

1.1. Who places cookies

A distinction is made between “**First-party Cookies**” and “**Third-party Cookies**”. First-party cookies are those cookies that can be placed and read only by Xebia. When you visit this page, for instance, the cookies of this website are First-party cookies.

Third-party cookies are cookies that originate from other websites, such as graphics or advertising scripts. When your device requests this content, cookies may be set by the other website (for example, cookies placed by a certain social networking website). These cookies can only be read by the external provider of that website (also known as “**Third-party**”).

1.2. Cookie types

A distinction is also made between different types of cookies. For instance, there are functional, analytic, and non-functional cookies.

- Functional cookies are necessary for a website or app to function properly. Examples of such cookies include those cookies that are necessary to remember a login on our platforms, or to display the website correctly. In view of this, consent is not required in order to place these cookies.
- Analytic cookies can be used to collect statistics about the use of our website or app, so this can subsequently be used for the purpose of optimization and improving user-friendliness. We may use an external service provider for this. Since these cookies have been implemented in accordance with the guidelines of the supervisory authority, the impact of these cookies on your privacy is limited. As a result, consent is not required in order to place these cookies. In the event that the impact is not limited, we will ask for your consent.
- Non-functional cookies (such as tracking cookies, social cookies, advertising cookies, or other non-functional cookies) make it possible: to draw up personal profiles by recording your surf behavior, to integrate social media on a website, app, or to display personalized ads on our website.

1.3. How and when we use cookies

We will inform you before we place non-functional cookies, and we will ask for your consent to do so. Only after consent has been granted these cookies will be placed and read. In addition, we would also like to draw your attention to the options available to exercise control over which cookies can be stored on your device (see also paragraph 4 of this Cookie Statement).

Because placing and reading of non-functional cookies is regarded as personal data processing, the provisions of our Privacy Statement also apply. See in particular the

following sections of our Privacy Statement: ‘2. Types of Personal Data we collect and how we collect it’, ‘5. Security and Retention’, and ‘7. Privacy requests, queries and complaints’.

2. Cookies we use

We may place and use one or more of the following cookies:

Functional cookies

Cookie name	Purpose	Duration	External party
__hs_opt_out	This cookie is used by the opt-in privacy policy to remember not to ask the visitor to accept cookies again.	It expires in 6 months.	HubSpot
__hs_do_not_track	This cookie can be set to prevent the tracking code from sending any information to HubSpot.	It expires in 6 months.	HubSpot
__hs_initial_opt_in	This cookie is used to prevent the banner from always displaying when visitors are browsing in strict mode.	It expires in 7 days.	HubSpot
__hs_cookie_cat_pref	This cookie is used to record the categories a visitor consented to.	It expires in 6 months.	HubSpot
hs_ab_test	This cookie is used to consistently serve visitors the same version of an A/B test page they've seen before.	It expires at the end of the session.	HubSpot
<id>_key	When visiting a password-protected page, this cookie is set so future visits to the page from the same browser do not require login again.	It expires in 14 days.	HubSpot
hs-messages-is-open	This cookie is used to determine and save whether the chat widget is open for future visits.	It expires in 30 minutes.	HubSpot
hs-messages-hide-welcome-message	This cookie is used to prevent the chat widget welcome message from appearing again for one day after it is dismissed.	It expires in 1 day.	HubSpot
__hsmem	This cookie is set when visitors log in to a HubSpot-hosted site.	It expires in 1 year.	HubSpot
hs-membership-csrf	This cookie is used to ensure that content membership logins cannot be forged.	It expires at the end of the session.	HubSpot
hs_langswitcher_choice	This cookie is used to save a visitor's selected language choice when viewing pages in multiple languages.	It expires in 2 years.	HubSpot
messagesUtk	This cookie is used to recognize visitors who chat with you via the chatflows tool. If the visitor leaves your site before they're added as a contact, they will have this cookie associated with their browser.	It expires after 6 months.	HubSpot
__cfuid	This cookie is set by HubSpot's CDN provider because of their rate limiting policies.	It expires at the end of the session.	CloudFlare
__cf_bm	This cookie is set by HubSpot's CDN provider and is a necessary cookie for bot protection.	It expires in 30 minutes.	CloudFlare
__cfuid	This cookie is a part of the services provided by Cloudflare - Including load-balancing, deliverance of website content and serving DNS connection for website operators.	It expires at the end of the session.	CloudFlare

_ALGOLIA	This cookie is used to identifies users for the website search functions and Personalization.	It expires in 30 days.	Algolia
CookieConsent*	These cookies (4x) store the user's cookie consent state for the current domain	It expires in 1 year.	CookieBot
CookieLawInfo*	These cookies (4x) store the user's cookie consent state for the current domain	It expires in 1 year.	CookieYes
Crumb	This cookie is for security purpose preventing cross-site request forgery (CSRF)	It expires at the end of the session.	Squarespace
qtrans_front_language	This cookie is set to store language settings.	It expires in 1 year.	Q Translate

Analytical cookies

Cookie name	Purpose	Duration	External party
__hstc	This cookie is used to store the domain, utk, initial timestamp (first visit), last timestamp (last visit), current timestamp (this visit), and session number (increments for each subsequent session).	It expires in 6 months.	HubSpot
hubspotutk	This cookie can be set to prevent the tracking code from sending any information to HubSpot.	It expires in 6 months.	HubSpot
__hssc	This cookie is used to prevent the banner from always displaying when visitors are browsing in strict mode.	It expires in 30 minutes.	HubSpot
__hssrc	This cookie is used to record the categories a visitor consented to.	It expires at the end of the session.	HubSpot
_ga	This cookie is used to distinguish users.	It expires after 2 years.	Google Analytics
ga<container-id>	This cookie is used to persist session state.	It expires after 2 years.	Google Analytics
_gac_gb_<container-id>	This cookie contains campaign related information.	It expires after 90 days.	Google Analytics
_gid	This cookie is used to distinguish users.	It expires after 24 hours.	Google Analytics
_gat	This cookie is used to throttle request rate.	It expires after 1 minute.	Google Analytics
_gat_gtag_UA*	used to store and check the unique visitor ID	It expires after 1 minute.	Google Analytics
AMP_TOKEN	This cookie contains a token that can be used to retrieve a Client ID from AMP Client ID service	It expires after 30 seconds to 1 year	Google Analytics
gac<property-id>	Contains campaign related information for the user	It expires after 90 days.	Google Analytics
_hjAbsoluteSessionInProgress	This cookie is used to count how many times a website has been visited by different visitors.	It expires after 90 days.	HotJar
_hjFirstSeen	This cookie is used to determine if the visitor has visited the website before, or if it is a new visitor on the website.	It expires after 90 days.	HotJar
_hjIncludedInPageviewSample	Used to detect whether the user navigation and interactions are included in the website's data analytics.	It expires after 90 days.	HotJar
_hjIncludedInSessionSample	Registers data on visitors' website-behaviour. This is used for internal analysis and website optimization.	It expires after 90 days.	HotJar

hjSession#	Collects statistics on the visitor's visits to the website, such as the number of visits, average time spent on the website and what pages have been read.	It expires after 90 days.	HotJar
hjSessionUser#	Collects statistics on the visitor's visits to the website, such as the number of visits, average time spent on the website and what pages have been read.	It expires after 1 year.	HotJar
_pk_id*	This cookie is used to store the unique visitor ID	It expires after 13 months.	Matomo
ss_*	These cookies (5x) Identify unique visitors and tracks a visitor's sessions on a site	It expires after 30 minutes to 2 years	Squarespace
zcl.1	This cookie collects data such as visitors' IP address, geographical location and website navigation - This information is used for internal optimization and statistics.	It expires after 1 year.	SalesFeed
zss.1	This cookie collects data such as visitors' IP address, geographical location and website navigation - This information is used for internal optimization and statistics	It expires after 1 day.	SalesFeed

Non-functional cookies

Cookie name	Purpose	Duration	External party
_fbp	This cookie is set by Facebook as part of their embedded services on our websites (likes, sharing etc.).	It expires after 90 days.	Facebook
_gcl_au	This cookie is used by Google AdSense for experimenting with advertisement efficiency across websites using their services.	It expires after 90 days.	Google AdSense
_rdt_uuid	Used to track visitors on multiple websites, in order to present relevant advertisement based on the visitor's preferences.	It expires after 3 months.	Reddit
_lfa	This cookie is used for identifying the IP address of devices visiting the website.	It expires after 2 years.	LeadFeader
optiMonkClient	This cookie is used to store campaign data from the visitor.	It expires after 1 year.	Optimonk
optiMonkClientId	This cookie is used to identify the visitor.	It expires after 1 year.	Optimonk
optiMonkSession	This cookie stores the session ID	It expires at the end of the session.	Optimonk

3. Cookies placed by Third Parties

Our Privacy Statement provides a detailed description of the ways we work together with our partner companies ("Third Parties" or "External Parties"). These companies may place additional third-party cookies on your device. Other external parties may also independently place and use cookies without our knowledge.

We have no direct control over the cookies they place. Therefore, we cannot provide you with a precise overview of the cookies placed and read by these external parties. External parties may change the names and duration of these cookies at any time.

Every four month, we conduct a data scan to determine whether the external party's cookie settings have changed. If we notice any changes, we will update this document accordingly.

Our list of external parties provides an overview of the external parties we work with, and where you can read their individual privacy statements. We recommend that you read these terms and conditions and check them regularly to stay informed about any updates.

Third party privacy policies

Name	Privacy policy statement
HubSpot	https://legal.hubspot.com/privacy-policy
Google Analytics	https://policies.google.com/privacy
CloudFlare	https://www.cloudflare.com/en-gb/privacypolicy/
Algolia	https://www.algolia.com/policies/privacy/
CookieBot	https://www.cookiebot.com/en/privacy-policy/
SquareSpace	https://www.squarespace.com/privacy
HotJar	https://www.hotjar.com/legal/policies/privacy/
Matomo	https://matomo.org/privacy-policy/
FaceBook	https://www.facebook.com/privacy/policy
Google Adsense	https://policies.google.com/privacy
Reddit	https://www.reddit.com/policies/privacy-policy
LeadFeeder	https://www.leadfeeder.com/privacy/
Optimonk	https://www.optimonk.com/privacy-policy/
SalesFeed	https://www.salesfeed.com/privacy-verklaring/
Q Translate	https://sites.google.com/view/qtranslate-privacy-policy/

4. Exercising control over cookies

If you have consented to the use of non-functional cookies on your device, you can always exercise control by withdrawing your consent. You can use our browser settings to prevent cookies from being placed on your computer or mobile device - during your visit to our website and / or apps - and you can delete existing cookies. Please note that if you disable cookies, you may no longer be able to make (proper) use of (all the features of) our websites and/or app. You can also exercise your right to withdraw your consent by contacting Xebia as described in our Privacy Statement.

Please consult the support section of your web browser for more information on disabling and/or deleting cookies. You can delete all (non-functional) cookies regardless of their "duration". Information on how to disable and/or delete cookies for the most commonly used browsers can be found on the following websites:

- [Internet Explorer & Edge](#)
- [Mozilla Firefox](#)
- [Google Chrome](#)
- [Android browser \(mobile\)](#)
- [Safari](#)
- [Safari \(mobile\)](#)

5. Updates to this Cookie Statement

We may amend this Cookie Statement unilaterally. We therefore recommend that you check this statement regularly for changes as we implement new technologies and features. If we make significant changes, we will notify you of this. For example, by posting a notification on our websites and/or apps, through e-mail, pop-ups (e.g. by requesting your consent again), or similar methods.

The most recent update took place on 30 August 2022.

6. Who to contact if you have any questions

Questions or complaints regarding privacy or cookies can be sent to privacy@xebia.com.