# COOKIE POLICY

## Scope of This Policy

1. **T4 Group Ltd** (**we** or **us** or **our**) uses only strictly necessary cookies and user-requested browser storage when you visit our website, `talent247.co`, (the **Website**) to keep the Website secure, reliable, and responsive.
2. This Policy applies between you, the user of this Website, and us, T4 Group Ltd, the owner and provider of this Website.
3. Because this Website uses only strictly necessary security and administrative cookies and user-requested interface storage (with no optional analytical, functionality, advertising, or profiling cookies), no cookie consent banner is required under Regulation 6(4) of the Privacy and Electronic Communications Regulations (PECR) or EU ePrivacy rules. Website traffic and performance are measured exclusively using cookieless Cloudflare Web Analytics, which stores zero cookies, `localStorage` entries, or persistent device identifiers.
4. This Cookie Policy should be read alongside, and in addition to, our Privacy Policy, which can be found at: `talent247.co/privacy-policy`.

## What Are Cookies?

5. A cookie is a small text file placed on your computer by this Website when you visit certain parts of the Website and/or when you use certain features of the Website.
6. This Website may place and access strictly necessary security and administrative cookies on your computer, and may write a user-requested `hs_theme` display preference to `localStorage` only when you actively click the light/dark mode toggle. We do not use advertising, profiling, or third-party tracking cookies.
7. Cookies do not usually contain any information that personally identifies you, as the Website user. However, personal information that we store about you may be linked to the information obtained from and stored in cookies. For more information on how such personal information is handled and stored, refer to our Privacy Policy which is available online at: `talent247.co/privacy-policy`.

## Types of Cookies

8. This Website uses the following cookies and storage mechanisms:

| Type | Purpose |
|---|---|
| Strictly necessary security & session cookies | Required for edge security, anti-bot verification on public forms (Cloudflare Turnstile / `__cf_bm`), and authenticated CMS administrator sessions. Public visitors do not receive editorial session cookies. |
| User-requested interface storage (`localStorage`) | Stores `hs_theme` in `localStorage` only when you actively click the light/dark theme toggle so your display preference persists between page loads. |
| Cookieless web analytics (Zero cookies) | Measures aggregated page views and Core Web Vitals via cookieless Cloudflare Web Analytics without storing cookies, `localStorage`, or cross-site identifiers. |

9. You can find a list of the cookies and storage keys that we use in the attached Cookie Schedule.
10. We have carefully restricted our cookies and storage mechanisms to essential security, administrative sessions, and explicit user-requested display preferences, and have taken steps to ensure that your privacy is protected and respected at all times.

## How To Control Your Cookies

11. Because this Website places no optional analytical, functionality, advertising, or profiling cookies, there are no optional cookie categories to toggle in a consent banner. You can clear your `hs_theme` display preference at any time via your browser's site storage controls.
12. You can also choose to enable or disable cookies in your internet browser. By default, most internet browsers accept cookies but this can be changed. For further details, please see the help menu in your internet browser.
13. You can switch off strictly necessary cookies at any time, however, you may lose access to security verification on public forms or authenticated CMS administration.
14. It is recommended that you ensure that your internet browser is up-to-date and that you consult the help and guidance provided by the developer of your internet browser if you are unsure about adjusting your privacy settings.
15. For more information generally on cookies, including how to disable them, please refer to `aboutcookies.org`. You will also find details on how to delete cookies from your computer.

## Changes To This Policy

16. T4 Group Ltd reserves the right to change this Cookie Policy as we may deem necessary from time to time or as may be required by law. Any changes will be immediately posted on the Website and you are deemed to have accepted the terms of the Cookie Policy on your first use of the Website following the alterations.

## Contact Details

17. The Website is owned by T4 Group Ltd incorporated in England and Wales with registered number 15258159 whose registered office is at 3rd Floor, 86 - 90 Paul St, EC2A 4NE, England.
18. You may contact us:
    a. by email at `info@talent247.co`.

## Attribution

19. This Cookie Policy was adapted from a document created using Rocket Lawyer (<https://www.rocketlawyer.com/gb/en>).

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## COOKIE SCHEDULE

Below is a list of the cookies and storage keys that we use. We have tried to ensure this is complete and up to date, but if you think that we have missed an item or there is any discrepancy, please let us know.

Cookies and browser storage used on the Website:

### Strictly Necessary Cookies & User-Requested Storage

We use the following strictly necessary cookies and user-requested storage keys:

| Name / Storage Key | Purpose |
| --- | --- |
| Cloudflare security & Turnstile (`__cf_bm` / form verification) | Strictly necessary edge security and anti-bot verification protecting public forms and infrastructure against automated abuse. |
| Authenticated CMS admin session | Encrypted session cookie issued strictly to authenticated CMS editors signing in to administer Website content; public visitors do not receive this cookie. |
| `hs_theme` (`localStorage`) | User-requested interface preference stored only when you actively click the light/dark theme toggle. |

### Analytical, Functionality & Advertising Cookies

None. We do not place analytical, performance, functionality, or advertising cookies on your device. Website traffic and Core Web Vitals are measured exclusively using cookieless Cloudflare Web Analytics.