Cookie Policy

Last updated: 16 July 2024

We are Sapia&Co Pty Ltd ("**Sapia.ai**"/ "**we**" / "**us**"/ "**our**") – a software provider offering recruitment intelligence software solutions. This Cookie Policy describes what information we collect, how we use it and why we sometimes need to store these cookies.

Cookies help us improve the functionality and personalisation of our websites or online services ("**Website**"). By using our Websites, you agree that we may store and access cookies and data about you as explained in this policy.

What are cookies?

A cookie is a small piece of data (text file) that a website – when visited by a user – asks your browser to store on your device to remember information about you, such as your language preference or login information. We set those cookies and call them first-party cookies.

We also use third-party cookies—from a domain other than the domain of the website you are visiting—which can be used for advertising and marketing without limitation.

Over 90% of websites use cookies. You can find out more at cookiesandyou.com.

Tell me more about third-party cookies

Third-party cookies include those set by advertising networks and the partners we use for web analytics (e.g., Google Analytics). Third-party cookies are also used on external websites delivering embedded content and videos (e.g., LinkedIn). In addition, we may use cookies provided by trusted third parties, including, but not limited to, Google Analytics, HubSpot, Hotjar, Heap, and LinkedIn. These cookies help us improve and analyse your experience on our Websites or for marketing purposes.

What cookies do we use?

You can view the list of cookies and other tracking technologies we use, along with their purpose, at https://sapia.ai/cookies-website/.

Can I reject, disable, or remove cookies?

You have the right to decide whether to accept or reject optional cookies. If you choose to reject cookies, you may still use our Websites. However, your access to some functionality and areas may be restricted.

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You may receive a pop-up to set your cookie preferences depending on your IP address. If you wish to decline optional cookies or amend your preferences, click the Cookie Settings button at the bottom of our Websites.

If you wish to completely opt out of Google Analytics, visit their website. To find out more about blocking cookies, visit cookiesandyou.com.

You can also delete cookies already on your device in your browser settings. However, you may also lose some saved information (e.g., login details and site preferences).

Do you use any other tracking technology?

We also use web beacons to help us manage our Websites and emails. These web beacons are known as clear GIFs, which are tiny graphics (about the size of one pixel) with a unique identifier. Instead of being installed in your browser, clear GIFs are embedded invisibly on specific web pages or in emails. For example, we use clear (invisible) GIFs in our HTML-based emails to know which emails you open. We can then analyse the effectiveness of our communications and marketing campaigns.

What if I have any questions?

Hopefully, our cookie policy has clarified things for you. However, if you are still looking for more information, contact our privacy team, preferably by email at privacy@sapia.ai. Alternatively, you can write to us at 216 Lower Heidelberg Road, Ivanhoe East VIC 3079, Australia.

Representation for data subjects in the EU

We value your privacy and your rights as a data subject. We have therefore appointed Prighter Group with its local partners as our privacy representative and your point of contact.

Prighter allows you to exercise your privacy-related rights (e.g., requests to access or erase personal data). If you want to contact us via our representative, Prighter, or use your data subject rights, please visit https://prighter.com/cc/sapia.