COOKIE-POLICY FOR MICHAËL BERGLUND GROUP AB

This Policy is issued by för Michaël Berglund Group AB and their subsidiaries Michaël Berglund Executive Search AB, Michaël Berglund Interim Effect AB, Michaël Berglund Board & Leadership Services AB and Dmatch AB ("**Michaël Berglund Group AB**", "**we**", "**us**" and "**our**").

Websites to which this Policy applies

The Policy applies to the following websites that are operated or controlled by Michaël Berglund Group AB:

- www.michaelberglund.se
- www.dmatch.se

What are cookies?
Cookies are small text files that may be stored on your computer or other device when you visit a website. They are generally used to make websites work, to keep track of your movements within the website, to remember your login details, and so on.

There are different types of cookies, and they can be distinguished on the basis of their origin, function and lifespan. Important characteristics of cookies include the following:

First party cookies are cookies that are placed by the website you are visiting, while **third-party cookies** are placed by a website other than the one you are visiting. Please note that we do not control the collection or further use of data by third parties.

Necessary cookies are necessary to allow the technical operation of a website (e.g., they enable you to move around on a website and to use its features).

Performance cookies collect data on the performance of a website such as the number of visitors, the time spent on the website and error messages.

Functionality cookies increase the usability of a website by remembering your choices (e.g. language, region, login, and so on).

Targeting/advertising cookies enable a website to send you personalized advertising.

Session cookies are temporary cookies that are erased once you close your browser while **persistent or permanent cookies** stay on your device until you manually delete them or until your browser deletes them based on the duration period specified in the persistent cookie file.

Lawful basis
Cookies that are not deemed necessary for you to be able to use and navigate the website are only allowed with your consent. When you visit any of the website covered by this Policy you are therefor asked to give consent to the placement of cookies for the website in question that are not strictly necessary.

You can always **revoke** a given consent or adjust your choice directly on the website in question.

Necessary cookies are used based on the lawful basis of legitimate interests where our interest of being able to maintain a secure and well-functioning website for you as a visitor is deemed of higher importance than the visitors right to not have their information processed.

More information on all aspects of cookies can be found on www.allaboutcookies.org and www.pts.se. Please note that Michaël Berglund Group AB has no affiliation with, and is not responsible for, this third-party website.

How can you control cookies?

Most internet browsers are set to automatically accept cookies. Depending on your browser, you can set your browser to warn you before accepting cookies, or you can set it to refuse them. You can always remove any cookies, that have been placed, afterwards by deleting stored cookies in you internet browser. Please refer to the 'help' button (or similar) on your browser to learn more about how you can do this.

Please consider that disabling cookies may impact your experience on our websites.

If you use different devices to access our websites, you will need to ensure that each browser of each device is set to your cookie preference.

Why do we use cookies and who has access to the information?

We may use cookies to:

- distinguish between visitors;
- improve the use and the functionality of our website;
- tailor our website and products to your needs and preferences;
- process your purchase orders; and
- analyze how our website is used and compile anonymous and aggregate statistics.

We do not use the collected information to create visitor profiles and we do not share the information collected with any party besides those covered by this Policy.

What type of cookies do we use?

The schedule below gives an overview of the cookies used on our websites.

If you choose to use any of the direct links on our websites that lead to a third-party website, other cookies, that we are not responsible for, may be used.

Tracker name	Provider	Category	Domain	Duration (in days)	Deskription/purpose
__cf_bm	hsforms.net	Necessary	dmatch.se	0	This cookie is used to distinguish between humans and bots. This is beneficial for the website, in order to make valid reports on the use of their website.
__cf_bm	hubspot.com	Necessary	dmatch.se	0	This cookie is used to distinguish between humans and bots. This is beneficial for the website, in order to make valid reports on the use of their website.
__hssc	dmatch.se	Statistics	dmatch.se	0	Identifies if the cookie data needs to be updated in the visitor's browser.
__hssrc	dmatch.se	Statistics	dmatch.se	0	Used to recognise the visitor's browser upon reentry on the website.
__hstc	dmatch.se	Statistics	dmatch.se	0	Sets a unique ID for the session. This allows the website to obtain data on visitor behaviour for statistical purposes.
__ptq.gif	hubspot.com	Marketing	dmatch.se	0	Sends data to the marketing platform Hubspot about the visitor's device and behaviour. Tracks the visitor across devices and marketing channels.
_cfuvid	hubspot.com	Necessary	dmatch.se	0	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.
_ga	michaelberglund.se dmatch.se	Marketing	michaelberglund.se dmatch.se	729	Used to send data to Google Analytics about the visitor's device and behavior. Tracks the visitor across devices and marketing channels.
_ga_#	michaelberglund.se dmatch.se	Marketing	michaelberglund.se dmatch.se	729	Used to send data to Google Analytics about the visitor's device and behavior. Tracks the visitor across devices and marketing channels.
_gat	michaelberglund.se	Marketing	michaelberglund.se	0	Used to send data to Google Analytics about the visitor's device and behavior. Tracks the visitor across devices and marketing channels.
_gid	michaelberglund.se	Marketing	michaelberglund.se	0	Used to send data to Google Analytics about the visitor's device and behavior. Tracks the visitor across devices and marketing channels.
_GRECAPTCHA	google.com	Necessary	dmatch.se	180	This cookie is used to distinguish between humans and bots. This is beneficial for the website, in order to make valid reports on the use of their website.
1.gif	Imgsct.cookiebot.com	Necessary	michaelberglund.se dmatch.se	dgi=na	Used to count the number of sessions to the website, necessary for optimizing CMP product delivery.
ads/ga-audiences	google.com	Marketing	michaelberglund.se dmatch.se	Persistent	Used by Google AdWords to re-engage visitors that are likely to convert to customers based on the visitor's online behavior across websites.
CookieConsent	michaelberglund.se www.dmatch.se	Necessary	michaelberglund.se www.dmatch.se	365	Stores the user's cookie consent state for the current domain.
datadome	soundcloud.com	Necessary	michaelberglund.se	0	Used in context with the website's BotManager. The BotManager detects, categorizes and compiles reports on potential bots trying to access the website.
hubspotutk	www.dmatch.se	Statistics	www.dmatch.se	179	Sets a unique ID for the session. This allows the website to obtain data on visitor behaviour for statistical purposes.
li_adsId	snap.licdn.com	Marketing	dmatch.se	Persistent	Collects data on user behavior and interaction in order to optimize the website and make advertisement on the website more relevant.
number(#)	widget.sndcdn.com	Statistics	michaelberglund.se	Persistent	Used to track user's interaction with embedded content.
pll_language	www.dmatch.se	Preferences	dmatch.se	364	This cookie is set to remember the language the user selects when returning to the website.
rc::a	gstatic.com	Necessary	michaelberglund.se dmatch.se	Persistent	This cookie is used to distinguish between humans and bots. This is beneficial for the website, in order to make valid reports on the use of their website.
rc::b	gstatic.com	Necessary	dmatch.se	Persistent	This cookie is used to distinguish between humans and bots. This is beneficial for the website, in order to make valid reports on the use of their website.
rc::c	gstatic.com	Necessary	michaelberglund.se dmatch.se	Persistent	This cookie is used to distinguish between humans and bots. This is beneficial for the website, in order to make valid reports on the use of their website.
rc::f	gstatic.com	Necessary	dmatch.se	Persistent	This cookie is used to distinguish between humans and bots. This is

					beneficial for the website, in order to make valid reports on the use of their website.
sc_anonymous_id	soundcloud.com	Necessary	michaelberglund.se	3649	Used in context with the 3D-view-function on the website.
sentryReplaySession	embed-cdn.spotifycdn.com	Statistics	michaelberglund.se	Persistent	Registers data on visitors' website-behavior. This is used for internal analysis and website optimization.
sp_landing	www.spotify.com	Marketing	michaelberglund.se	0	Used by Spotify to implement audio content from Spotify on the website and also registers information on user interaction related to the audio content.
sp_t	www.spotify.com	Marketing	michaelberglund.se	365	Used by Spotify to implement audio content from Spotify on the website and also registers information on user interaction related to the audio content.
td	www.googletagmanager.com	Statistics	michaelberglund.se dmatch.se	Persistent	Registers statistical data on users' behavior on the website. Used for internal analytics by the website operator.
WIDGET::local::assignments	widget.sndcdn.com	Marketing	michaelberglund.se	Persistent	Used by audio-platform SoundCloud to implement, measure and improve their embedded content/service on the website - The collection of data also includes visitors' interaction with embedded content/service. This can be used for statistics or marketing purposes.
WIDGET::local::broadcast	widget.sndcdn.com	Marketing	michaelberglund.se	Persistent	Used by audio-platform SoundCloud to implement, measure and improve their embedded content/service on the website - The collection of data also includes visitors' interaction with embedded content/service. This can be used for statistics or marketing purposes.

Further information
In addition to the content of this Policy there is further information regarding the processing of your personal data in connection to cookies and other purposes as well as your rights in our Privacy Policy.
For further informationm, please visit:
https://michaelberglund.se/en/privacy-policy/

We may also come to use pixel tags or other similar technology, in addition to or in combination with cookies. A pixel tag is usually a see-through image of just one pixel that is placed on a website or in an email which help us understand how a visitor to our website act. If this happens, information regarding that will be given separately.

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