

RAEORA, Recruitment and Employer of Record Alliance **Cookies Policy**

COOKIES POLICY

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Recruitment and Employer of Record Alliance (RAEORA) Limited (UK Company No. 15776754) and Recruitment and Employer of Record Alliance (RAEORA) (Pty) Ltd (South Africa Company Reg. 2025/479857/07) cookies policy provides you with clear and comprehensive information about the cookies we use and the purpose for using cookies.

Please read the following carefully to understand our policies and practices regarding the use of cookies on our Platform. By using or accessing our Platform, you agree to this Cookie Policy. This policy may change from time to time, and your continued use of the Platform is deemed to be acceptance of such changes, so please check the policy periodically for updates.

1. CONSENT

You consent to placement of cookies on your browser by us and our third-party service providers. Please read this Cookie Policy carefully for details about why we use cookies and the information they collect from and about you.

By continuing to use our Platform, you have deemed your consent to our use of the cookies described in this Policy. If you do not wish to accept cookies in connection with your use of the Platform, you will need to delete and block or disable cookies via your browser settings. Please note that disabling cookies will affect the functionality of the Platform and may prevent you from being able to access certain features on the Platform.

2. WHAT ARE COOKIES?

A cookie is a small file of letters and numbers that may be stored on your browser or the hard drive of your computer when you visit our Platform. Cookies contain information about your visits to that Platform. A cookie is a small piece of data that a Platform asks your browser to store on your computer or mobile device. The cookie allows the Platform to "remember" your actions or preferences over time. Most browsers support cookies, but users can set their browsers to decline them and can delete them whenever they like.

3. WHY DO WE USE COOKIES?

Cookies are commonly used by Platforms to serve many different functions. We use cookies on our Platform to allow us to tailor our Platform and deliver a better and more personalised service. Cookies help us improve the performance of our Platform by enabling us to:

- Help you navigate between pages on the Platform efficiently
- Protect your security

- Remember information about your preferences and recognise you when you return to our Platform
- Allow us to customise our Platform according to your individual interests
- Measure how people are using our services to improve our services and browsing experience
- Personalise advertising and make the content more relevant for you
- Speed up your searches
- Make our Platform easier to use
- Generally, give you a better online experience

Cookies are not unsafe or in themselves a threat to your online privacy, as we do not store sensitive information. The cookies used on our Platform never collect anything that personally identifies you, such as your name or address, and we never sell your details to any third parties.

4. HOW ARE COOKIES USED?

The web server providing the webpage can store a cookie on the user's computer or mobile device. An external web server that manages files included or referenced in the webpage is also able to store cookies. All these cookies are called http header cookies. Another way of storing cookies is through JavaScript code contained or referenced in that page.

Each time the user requests a new page, the web server can receive the values of the cookies it previously set and return the page with content relating to these values. Similarly, JavaScript code can read a cookie belonging to its domain and perform an action accordingly.

We use "analytics" cookies, which, in conjunction with our web server's log files, allow us to calculate the aggregate number of people visiting our Platform and which parts of our Platform are most popular. This helps us gather feedback so that we can improve our Platform.

We also use "social media" cookies to personalise your interaction with third-party social media platforms, where our Platform uses such features. Such cookies recognise users of these social media sites when you view social media content on our Platform. They also allow you to quickly share content across media, using simple "sharing" buttons.

5. WHAT ARE DIFFERENT TYPES OF COOKIES?

First-party cookies – these are our own cookies set by our Platform, controlled by us and used to provide information about the usage of our Platform.

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Third-party cookies – these are cookies from any other domain. We use suppliers that may also set cookies on your device on our behalf when you visit our Platform to allow them to deliver the services they are providing.

6. HOW LONG DO COOKIES STAY ON YOUR COMPUTER?

Cookies that are used on a Platform may be either session cookies or persistent cookies.

- **Session cookies** are temporary cookies that remain on your device until you leave the Platform.
- **Persistent cookies** are stored on your hard drive until you delete them, or they reach their expiry date. These may, for example, be used to remember your preferences when you use the Platform and recognise you on your return.

7. WHAT COOKIES DO WE USE?

Strictly necessary cookies: Some cookies are essential for the operation of our Platform. These cookies are essential in helping you to move around our Platform and use the features, such as accessing secure areas of the Platform. We may use Strictly necessary cookies to:

- Identify you as being logged in to the site
- Provide access to protected areas of a Platform
- Remember previously entered text so it's not lost if the page refreshes

Consent is not required for Strictly necessary cookies, as they are required for us to provide the services requested by you.

Performance cookies: These cookies simply help us improve the way our Platform works. We utilise these cookies to analyse how our visitors use our Platform and to monitor our Platform performance. They tell us how people use each page, which ones are most viewed, or whether any errors occurred. This allows us to provide a high-quality experience and quickly identify and fix any issues that arise. We may use Performance cookies to:

- Store preferences to see which method of linking between pages is most effective
- Enable web analytics to provide anonymous statistics on how our Platform is used
- To assist with error management in helping us improve the Platform by measuring any errors that occur
- Monitor ad response rates and see how effective our adverts are

You can delete or manage Performance cookies as instructed in the last section of this Cookie Policy.

Functionality cookies: We use Functionality cookies to allow us to remember your preferences. For example, we may store your geographic location in a cookie to ensure that we show you our Platform localised for your area. We also use Functionality cookies to provide you with enhanced services such as allowing you to watch a video online or comment on a blog. We may use Functionality cookies to:

Targeting cookies: These cookies help us make sure the adverts you see on our Platform are relevant to you and your interests. Cookies may be placed on your device by our third-party service providers, which remember that you have visited a Platform to provide you with targeted adverts which are more relevant to you.

However, we do not tell our advertisers who you are. We may use Targeting cookies to:

- Collect information about browser habits to target advertising
- Collect information about browser habits to target Platform content
- Provide links to social networks

8. HOW TO MANAGE YOUR COOKIES

Most Internet browsers are initially set up to automatically accept cookies. Unless you have adjusted your browser settings to refuse cookies, our system will issue cookies when you direct your browser to our Platform.

You can refuse to accept cookies by activating the appropriate setting on your browser. Please be aware that restricting the use of cookies may impact on the functionality of our Platform and you may be unable to access certain parts of our Platform.

If you use different devices to access our Platform (e.g. your computer, mobile) you will need to ensure that each browser on each device is adjusted to suit your cookie preferences.

9. BLOCKING THE USE OF COOKIES

You as a user have the right to decline the use of cookies during your visit to our Platform. You can block our use of cookies by activating the settings in your browser. In order to use certain services offered through our Platform, your web browser must accept cookies. The Help feature on most browsers will tell you how to prevent your browser from accepting new cookies, how to have the browser notify you when you receive a new cookie, how to disable cookies altogether and delete cookie data.