COOKIE STATEMENT SPRINGEST

This cookie statement from Springest explains how cookies are placed on and information is read from your computer, tablet and/or mobile phone via this website.

What are cookies?
Cookies are small (text) files that your computer, tablet, smartphone or other electronic device stores when you use this website. Your device can be recognized by the use of cookies. In this way we can measure how our website is used and we can make improvements. The use of cookies is safe: a cookie cannot start programs or spread viruses.

Cookies have a certain period of validity from the moment they are placed on a device. Some cookies that we place are valid for the duration of a session. This means that the cookies are automatically deleted as soon as you close the browser. There are also cookies that remain valid for longer, so that they can also be read on a subsequent visit to this website. At the end of this cookie statement you will find an overview of all cookies and their lifespan.

Cookies on our Website
Different types of cookies are placed via this website.

Functional cookies	Springest uses technical and functional cookies, which are necessary for this website to work properly and to deliver it in a user-friendly way . For example , these functional cookies remember the settings you entered, such as your language and cookie preferences. These cookies can be either placed by Springest, or by a third party.
Analytical cookies	Analytical cookies record how visitors use this website. This concerns, for example, the number of visitors and the most visited web pages. With these cookies we can analyze the use of this website and (anonymous) user statistics and reports can be generated.
Marketing cookies	Marketing cookies follow people's internet behavior over time. Personal interests can be derived from the information about visited websites. This allows organizations to show

website visitors targeted advertisements, for example. Permission is always required for marketing cookies.

Google Analytics   Springest also uses Google Analytics to collect statistics about the use and visits of this website. Google Analytics places a cookie on your device that registers the use of this website. The information collected consists of your IP address (number of your computer that makes it possible to recognize your computer), the type of browser, the computer system you use, and the pages you visit on this website. This data is then analyzed by Google and the results are provided to us. In this way we gain insight into the traffic to and from this website and the way in which this website is used. On the basis of this data, we can make adjustments to this website or our services if necessary.

We have set the Google Analytics cookies in such a way that they do not have a major impact on your privacy. We have taken the following measures in this regard:

- Springest has concluded a processing agreement with Google in which agreements are laid down about the handling of the collected data. In this, Springest has not allowed Google to use the information obtained for other Google services.
- Springest has removed the last octet of your IP address. IP addresses consist of 4 so-called octets of 3 digits each. Google offers the possibility to remove the last octet of the IP address of website visitors. This is done in temporary memory, even before the IP address is stored by Google.
- Springest has disabled the settings in Google Analytics to share data with Google, so that Google cannot use the data for its own (advertising) purposes.
- Springest does not use Google Analytics in combination with other Google services.

More information (in English) about the Google Analytics cookies can be [found here](#). Google further offers you the option to opt out of data collection for Google Analytics, through the Google Analytics Opt - out Browser Add-on . You can click [here](#) to take advantage of that option. Click [here](#) for more general information about how Google uses cookies.

Do you always have to give permission for cookies?
Springest does not have to request permission for all cookies via a cookie banner. There are exceptions to the consent requirement. For example, if the cookies are technically necessary for this website to work properly. Functional cookies are therefore always placed. There is also an exception in this case for analytical cookies because those cookies are only used to count visitors and to gain a better insight into the functioning of this website. The analytical cookies are not used to monitor your internet use or to build

a profile of you and therefore have no consequences for your privacy. Permission is always required for tracking cookies, even when they don't process personal data.

How can you disable or delete cookies?

You can manage the cookies through your browser settings. You can set your browser so that no cookies are stored, you can allow or refuse each cookie or that all cookies are deleted when you close your browser. To find out where you can enable, disable or delete cookies, you can also use the Help function of your browser or consult the following pages:

- [Chrome](#)
- [Firefox](#)
- [Explorer](#)
- [Safari](#)
- [edge](#)

Please note: refusing or deleting cookies only affects the device and browser on which you perform this action. If you use different devices and/or browsers, you must repeat the actions described above on these devices and/or browsers.

Questions about cookies?

If you have any questions or would like more information about cookies, please feel free to contact us at privacy@springest.com.

Is there an overview of all cookies?

Below you will find an overview of the cookies we use:

PROVIDER	NAME	GOAL	DESCRIPTION	EXPIRATION DATE
Google Analytics	__utma __utmb __utmc __utmt __utmz __utmv APISID HSID SAPISID SSID SID SIDCC NID AEC 1P_JAR __gads IDE DSID	Analytical	These cookies record statistical data about the use of this website.	2 years 30 minutes Session type 2 years 6 months 2 years 2 years 2 years 2 years 2 years 2 years 6 months 6 months 1 month 13 maanden 13 maanden 2 weeks
Google Analytics	__Secure-1PAPISID, __Secure-3PAPISID, __Secure-3PSID, __Secure-1PSID, __Secure-3PSIDCC	Analytical	These cookies record statistical data about the use of this website and are necessary to be able to use this website's functionalities.	2 years
Google Analytics	CONSENT	Analytical	Records statistical data about the use of this website as well as the cookie	1 year

			preferences.	
Mixpanel	distinct_id , mp_80802aa14e 5d0 cab1c00bf73f591 0bc1 _ mixing panel	Tracking/ Third Party	These cookies record statistical data about the use of this website.	1 year
Mixpanel	landing_templat e , landing_referrer	Tracking/ Third Party	Keeps track of which page of this website the visitor arrives at and leaves.	Session Type
Intercom	intercom-id-zl29 whx4, intercom-session -zl29whx4	Functional	Required for the chat functionality on this website.	9 months, 1 week
New Relic	JSESSIONID	Functional	Needed for performance monitoring; speed of our servers and loading times for users	1 day
New Relic	TSNGUID	Functional	Needed for performance monitoring; speed of our servers and loading times for users	1 year
Springest	ab_panel_funnel s, funnel_ab_050, ab_panel_conditi ons	Springest analytics	Needed to measure the impact of AB testing by Springest.	Session Type
Springest	one_click_cta	Functional	Needed to store brochure request.	1 day

Springest	landing_referring _domain	Functional	Needed to track on which page the user lands/exits	Session Type
Springest	_sp_session	Functional	Required to keep track of whether the user is logged in, and for example also which filters are activated.	Session Type
Springest	anonymous_key	Functional	Required to have an anonymous ID to identify the user in transactions through Springest	Session Type
Springest	cookieConsent	Functional	Required to keep track of whether the customer has clicked away the cookie notification	20 years
Springest	customer_servic e_code	Functional	Required to display the customer service code at the bottom of each page for the user	Session Type
Springest	filters	Functional	Subject filters that a user applied during its session	Session Type

Springest	viewed_trainings	Springest analytics	For not logged in users, we track (the number of) trainings they viewed	20 years
Springest	favorite_trainings	Springest analytics	Used for storing user's favorite trainings	20 years
Springest	cookieNoticeConsent	Functional	Required to keep track if the user has accepted non functional cookies	9 months
Springest	:booking_request_id	Functional	Used for retrieving booking request details that is created via NCB form so that user can submit their requuest	1 hour
Springest	comment_votes	Functional	Used for checking whether the user previously voted for a comment	Session Type
Springest	converted_user_member_id	Functional	Used for traicking conversions coming from information requests	1 day
Springest	preferred_starting_date_and_region_from_cookie	Functional	Used for providing preferred starting dates in information requests	1 day

Springest	review_votes	Functional	Used for checking whether the user previously voted for a review	Session Type
Springest	channel	Functional	Channel is set if the request comes from a subdomain	30 days
Springest	training_stats	Functional	Set if only user is Springeteer user	20 Years
Springest	review-widget-creator-colors review-widget-creator-scheme, review-widget-creator-width, review-widget-creator-share-button, review-widget-creator-rounded-corners	Functional	Used for styling and functionality of review widgets. Contains color scheme information and no user information	20 Years