COOKIE POLICY

In this Cookie Policy (hereinafter, the Policy), we inform you about the technologies used on this website that help ensure the proper functioning of the website or monitor and analyse the behaviour of visitors of the website during their browsing sessions.

WHAT ARE COOKIES?

A cookie is a small text file that a website sends to your web browser when you visit it and stores it on the device that you are using. For this reason, the site may "remember" your actions and options (such as registration name, language, font size, and other display options) for a certain period of time so that you do not have to re-enter them each time you visit the site.

The websites use **own/first party** and/or **third-party** cookies. According to the function they perform, the cookies classify to:

- **Required cookies.** These cookies activate the basic browsing or access functions of the website. Without these cookies, the website will not work properly**.**

- **Functional or technical cookies.** These cookies help personalize the webpage by remembering the visitor's preferences and settings, such as his/her language choice or his/her geographic region.

- **Statistical or analytic cookies** that collect anonymous information and provide reports from which the website manager can learn how visitors use the website.

- **Marketing or advertising cookies.** They are used to track visitors on many websites to serve advertising that are tailored to them. They also limit the number of advertisings displayed and help evaluate the effectiveness of advertising campaigns. These are mostly cookies from third-party advertisers.

Cookies are divided into **session** and **persistent** cookies according to their validity period.

In terms of the location of their creation, there are two types of cookies:

- **First-party or own cookies** are created on the website that you are visiting;

- **Third-party cookies** are created by other websites. As a rule, these sites own and include certain content, such as ads or images, that appears on the website you are visiting.

Trackers and digital fingerprinting are more sophisticated technologies that work without cookies (files stored on the user's device). For example, when a webpage uses tracking pixels/tags, a 1-pixel "image" is loaded each time a user accesses a particular webpage element, so that the server learns that a particular user with a specific IP address was in that webpage element, and that information is stored on the server. If the user does not consent to the collection of personal data, such elements of the website are disabled immediately. Digital IDs are highly accurate, generated by a user's smart device, and unique IDs allow the same user to be identified at any time later.

Web beacons, uXDT, or Ultrasonic tracking technology work in such a way that when a website is visited, the computer generates an ultrasonic signal that is inaudible to humans but received by other smart devices running a certain app at the same time. The use of this technology requires a data protection impact assessment.

HOW WE USE COOKIES?

We use cookies so that:

- the website could recognize you and remember your settings and preferences;
- by analysing your actions on the website, we could constantly improve its performance.

We do not use cookies to identify you. The cookies on our website are not used for any purpose other than those described here.

WHAT COOKIES DO WE USE?

We use the following cookies on the website:

COOKIE NAME	COOKIE CATEGORY	DESCRIPTION	VALIDITY PERIOD
pll_language	Required cookie	The cookie is responsible for the language selection on the website. It ensures that the content is displayed correctly in the language chosen by the user during navigation.	1 year
_GRECAPTCHA	Required cookie	This cookie is used by the Google reCAPTCHA service to protect the website from automated bots.	6 months

THIRD-PARTY SERVICES

This website has an interface with third-party communication channel "Linkedin" where we place information about the Company's activities and act as separate data controllers. The cookies used by this channel allow us to obtain aggregated statistics and insights into how visitors interact with our posts, ads, this website, videos and other content on these social media.

You can learn more about the third-party monitoring technologies used on our website here:

Cookie identifier	Description	The moment of creation	Expiry date
„Linkedin" visitor monitoring technologies used	„Linkedin" visitor monitoring technologies are used to identify the visitor, ensure the safety of the visitor's account, monitor his behavior and provide adapted content, including advertisements.	During the visit	More information about Linkedin cookies: https://www.linkedin.com/legal/cookie-policy

HOW TO MANAGE COOKIES?

In order for the website to function properly, you do not have to accept all the cookies used here but doing so will make browsing easier for you. You can block all but the necessary cookies, however, some features of this website may not work as intended and you may need to reset some options each time you visit our website.

Most browsers allow you:

- to check which cookies are stored and to delete cookies one by one;
- block all third-party cookies;
- block cookies from specific websites;
- block all cookies on the website;
- delete all cookie preferences when closing the browser.

It is important to remember that the website requires "Required cookies" to function properly, it is not possible to disable these cookies.

VERSIONS OF THE COOKIE POLICY

We regularly review the cookies used on the website and, if necessary, notify you of any material changes to the visitor tracking technology used here by updating this Cookie Policy.

The latest revision of this Policy was made on 08/25/2025.