

Cookie Policy



Introduction

Please read this cookie policy carefully as it contains important information on how we use cookies on our website and platform (collectively referred to as the '**Platform**'). This policy should be read together with our Privacy Policy which sets out how and why we collect, store, use and share personal information generally, as well as your rights in relation to your personal information and details of how to contact us and supervisory authorities if you have a complaint.

This Platform is operated by **Work & Grow** which is the trading name of **Jeja Holdings Ltd** of No.15, 7 Alfred Street, London, E3 2BE ("**Work & Grow**", "**we**", "**us**" or "**our**"). We are the organisation that has developed a marketplace and social interaction software and associated website and web hosting platform to connect individual coaches with executives and professionals to help professionals reach their development goals

Our Platform

This cookie policy relates to your use of our Platform and website, www.workandgrow.co.

Throughout our website and Platform, we may link to other websites owned and operated by certain trusted third parties to make additional similar services and assistance available to you. These other third-party websites may also use cookies or similar technologies in accordance with their own separate policies. For privacy information relating to these other third-party websites, please consult their policies as appropriate.

Cookies

A cookie is a small text file which is placed onto your device (e.g., computer, smartphone, or other electronic devices) when you use our website. We use cookies on our website, and they help us recognise you and your device and store some information about your preferences, past actions, or choices.

For example, we may use cookies to make our website work as you'd expect. They also help us to:

- continually improve our website;
- improve speed and security of our website;
- analyse data about website traffic; and
- tailor our website to meet your needs.

We don't use cookies to:

- collect any sensitive information.

Some of this data may be aggregated or statistical, which means that we will not be able to identify you individually.

For further information on our use of cookies, including a detailed list of your information which we and others may collect through cookies, please see the table provided below under **Our use of cookies**.

For further information on cookies generally, including how to control and manage them, visit the [guidance on cookies](#) published by the UK Information Commissioner's Office or www.allaboutcookies.org.

Consent to use cookies and changing settings

We will ask for your consent to place cookies or other similar technologies on your device, except where they are essential for us to provide you with the Platform.

You can withdraw any consent to the use of cookies or manage any other cookie preferences at any time.

Our use of cookies

| Cookie type | Name | Where we use it | Why and how long it lasts | Cookie category |
|--------------------|---------------------|------------------|---|-----------------|
| Third-party cookie | AWSALB | Go Daddy | Registers which server-cluster is serving the visitor. This is used in context with load balancing, in order to optimize user experience. | Necessary |
| Third-party cookie | AWSALBCORS | Google Analytics | Registers which server-cluster is serving the visitor. This is used in context with load balancing, in order to optimize user experience. | Necessary |
| Third-party cookie | CONSENT | Google Analytics | Used to detect if the visitor has accepted the marketing category in the cookie banner. This cookie is necessary for GDPR compliance of the website. | Necessary |
| Third-party cookie | pvisitor | Google Analytics | Preserves the visitor's session state across page requests. | Necessary |
| Third-party cookie | system | Google Analytics | This cookie is necessary for the login function on the website. | Necessary |
| Third-party cookie | traffic_target | Google Analytics | Registers which server-cluster is serving the visitor. This is used in context with load balancing to optimize user experience. | Necessary |
| Third-party cookie | city | Google Analytics | Stores the selected store location. | Preference |
| Third-party cookie | country | Google Analytics | The cookie determines the preferred language and country-setting of the visitor. This allows the website to show content most relevant to that region and language. | Preference |
| Third-party cookie | caf_ipaddr | Google Analytics | Collects data such as visitors' IP address, geographical location and website navigation. This information is used for internal optimization and statistics for the website's operator. | Statistics |
| Third-party cookie | #URL# | Google Analytics | Necessary for the implementation of Instagram picture-gallery on the website. | Marketing |
| Third-party cookie | __gsas | Google Analytics | Used by Google AdSense for experimenting with advertisement efficiency across websites using their services. | Marketing |
| Third-party cookie | GoogleAdServingTest | Google Analytics | Used to register what ads have been displayed to the user. | Marketing |
| Third-party cookie | NID | Google Analytics | Registers a unique ID that identifies a returning user's device. The ID is used for targeted ads. | Marketing |

How to turn off cookies and consequences of doing so

If you do not want to accept any cookies, you can do so by:

- **Changing your browser settings:** for example, you can configure your browser to indicate when your browser has a cookie saved. You can also configure your browser to block all cookies from a specific domain or all domains; and
- **Changing your device-level settings:** your device may have controls that determine what information we can collect.

If you do this, please be aware that you may lose some of the functionality of our website. It may be necessary to refresh the page for the updated settings to take effect.

How to manage cookies using browser settings

Most browsers allow you to refuse to accept cookies and delete cookies stored on your device. Various browsers have produced information to assist you in managing your cookie settings:

- **Chrome:** <https://support.google.com/chrome/answer/95647?hl=en>
- **Firefox:** <https://support.mozilla.org/en-US/kb/enable-and-disable-cookies-website-preferences>
- **Opera:** <http://www.opera.com/help/tutorials/security/cookies/>
- **Internet Explorer:** <https://support.microsoft.com/en-gb/help/17442/windows-internet-explorer-delete-manage-cookies>
- **Safari:** <https://support.apple.com/en-gb/guide/safari/manage-cookies-and-website-data-sfri11471/mac>
- **Edge:** <https://privacy.microsoft.com/en-us/windows-10-microsoft-edge-and-privacy>

Third party access to the cookies

The cookies we use will only be accessed by us and Google Analytics for the purposes referred to in this cookie policy. Those cookies will not be accessed by any other third party.

How to contact us

Please contact us via our contact us page, if you have any questions about this cookie policy or the information we hold about you, or by writing to Work and Grow No.15, 7 Alfred Street, London, E3 2BE.

Changes to this policy

We keep our cookie policy under regular review and therefore we may change this cookie policy from time-to-time – when we do, we will inform you by publishing the policy on our website.