



Website Privacy Notice

Last Updated: September 2026



Heading	Description
Introduction	• Last updated: September 2026 • TP is committed to respecting your privacy. • This privacy notice describes how TP SE (21-25 rue Balzac, 75008 Paris, France) and other TP group companies you are contracting or dealing with (“TP”, “we”, “us”, “our”) handle your personal information. The focus of this privacy notice is on the personal information collected and processed through our website, or when you otherwise communicate with us (“Services”). It also tells you about your rights and choices around your personal information, and how you can contact us. • We have implemented a global program, based on our Binding Corporate Rules, which functions as our code of conduct for privacy across our business, so we can responsibly process personal information. • Our privacy practices may vary among the countries in which we operate to reflect local practices and legal requirements. Depending on the purposes of processing and your relationship with us, we may also provide additional, customized notices about how we process your personal information. • This privacy notice only applies where we are responsible for making important decisions about your personal information (i.e., where we act as a ‘controller’). In some cases, we are not the ‘controller’ of your personal information – for example, as part of our business, we process personal information on behalf of our customers (and we are required to follow their instructions about how to use your personal information). In these cases, our customers act as controllers—you can refer to their privacy notices for more details about how they process your personal information. • If you do not agree with the terms of this privacy notice, please do not access, or continue using the Services.
Personal Information We Collect	In this privacy notice, by “personal information”, we mean any information relating to an identified or identifiable individual. This includes personal information we receive directly from you (e.g., basic contact details), as well as information we collect automatically (e.g., device information), or from third-party sources. We have described the categories of personal information we process below. If required, we will tell you when the provision of personal information is mandatory. <i>Information You Provide to Us</i> You may provide some or all of the following information to us when you use our Services, create an account with us, sign up for our newsletters or alerts, join our alumni network, or contact us: • Basic contact details, such as name, address, phone number and email address. • Account information, such as username, password, security questions and answers. If you choose to create an account, please keep your account credentials safe. We recommend you do not share your access details with anyone else. If you believe your account has been compromised, please contact us immediately. • Any information collected in the context of our business relationship. We may collect your personal information if you work for one of our business partners, including your contact details, the name and address of your organization, and details about our communications. • Information needed to meet our legal and regulatory obligations, including documents required for, and the results of, identification checks and background vetting. • Professional information, such as your job title, company name, interest with open positions in TP, industry, and LinkedIn username, as well as details you provide via our alumni network. • Demographic information, such as age, gender, and title. • Preference information, such as information about your opt-ins/opt-outs, ‘do not sell’ preferences and interactions with our communications. • Payment information, such as bank account, credit or debit card information and billing address, which we may also collect using a third-party payment processor. • Any information you choose to include in communications or enquiries with us or when you visit our sites or events, for example, when sending a message or file through the “Contact Us” page or our chatbot service, information about your visiting time, or participation in our events and surveys or provided as feedback. Some features of the Services require you to provide us with your personal information. It is your choice whether or not to provide this personal information – however, if you do not provide the personal information, you may not be able to use or access certain features of our Services.



Information We Collect Automatically
We automatically collect certain information from your interaction with our Services. To do this, we may use cookies, web beacons and other tracking technologies when you interact with our advertisements or use our Services. Where these technologies are not strictly necessary, we will obtain your consent before using them. The personal information includes:

- **Device information**, such as device type, operating system, unique device identifier and internet protocol (“IP”) address.
- **Location information**, such as approximate geolocation, if you choose to provide it.
- **Other information regarding your interaction with the Services**, such as browser type, access log data, date and time stamps, clickstream data, security logs, interactions with marketing emails and ad impressions.

For more information on how we use cookies and your choices, please refer to *Cookies and Tracking Technologies* below.

Information Collected from Other Sources
We may obtain information about you from outside sources, including information that we collect directly from third parties and information from third parties that you choose to share with us. Such information includes:

- **Website analytics and analytics from the Services**, which we receive from third-party advertising sales providers. For more information, please see “*Cookies and Tracking Technologies*” below.
- Where permitted under local law, information we receive from publicly available sources, marketing databases, data enrichment or other third-party providers.

Any information we obtain from third parties will be treated in accordance with this privacy notice. We are not responsible for the accuracy of the information provided to us by third parties and for any third-party’s policies or practices. For more information, see the section below, “*Features and Links to Other Websites*”.

Additional Information for Individuals Residing in Certain US States

The personal information we collect, use, and disclose will vary depending on how you interact with TP. The table below describes the categories of personal information we collect (including “sensitive personal information” or “sensitive data” under US state privacy laws), the categories of third parties to whom we disclose such personal information and our practices over the past 12 months.

As described in “*Cookies and Tracking Technologies*” below, we and third parties have collected certain information through first- and third-party cookies and tracking technologies on our Services, including to serve targeted advertisements about our products when you visit other websites and applications. Although we do not sell personal information for monetary consideration, the disclosure of information for these purposes may be considered a “sale” or “sharing” of information under such US state privacy laws. The table below also describes the categories of third parties to whom such information has been disclosed (including sold/shared) in the past 12 months. We do not have actual knowledge that we sell or share personal information of minors under 16 years old.

Personal Information Collected	Third Parties to Whom Personal Information Has Been Disclosed for Business Purposes	Third Parties to Whom Personal Information Has Been Sold or Shared
Identifiers (such as your name, mailing address, email address, telephone number, etc.)	TP Entities Service Providers Advertising and Analytics Partners	Advertising Partners
California Customer Records (such as name, address, telephone number, employment, credit card number, debit card number, or any other financial information).	TP Entities Service Providers Advertising and Analytics Partners	Advertising Partners



	Protected Classification Characteristics under California or federal law (such as race, color, national origin or ancestry, sex, age, physical or mental disability, veteran status and citizenship)	TP Entities Service Providers Advertising and Analytics Partners	N/A
	Commercial Information (such as records of products or services purchased)	TP Entities Service Providers Advertising and Analytics Partners	Advertising Partners
	Internet/ Network Information (such as data concerning your usage of our Services)	TP Entities Service Providers Advertising and Analytics Partners	Advertising Partners
	Approximate Geolocation Data	TP Entities Service Providers Advertising and Analytics Partners	Advertising Partners
	Professional or employment-related information	TP Entities Service Providers	N/A
	Inferences drawn from non-sensitive personal information.	TP Entities Service Providers	N/A
	Sensitive Personal Information (such as precise geolocation, racial or ethnic origin, religious or philosophical beliefs or union membership, the content of your mail, email or text message (other than when we are the intended recipient) and biometric data)	TP Entities Service Providers	N/A
The sources and purposes from which we collect and use these categories of personal information is described further in the “<i>How We Use Your Personal Information</i>” section below, and our data retention practices are described in the “<i>How We Retain Your Personal Information</i>” section below. TP does not use or disclose sensitive personal information for purposes other than those expressly permitted under the CCPA without your consent.			
How We Use Your Personal Information	We use your personal information to: • Provide you with our Services, other content, and website functionality.		



- Register and maintain your account with us, verify your identity and respond to any inquiries.
- Personalize our Services for you, including to ensure content is presented in the most effective manner for you and your device.
- Provide customer support services to you, including through our website chatbot.
- Administer the Services, and for internal operations.
- Sign you up for our newsletters and alerts to communicate with you about our products, Services, marketing, promotions, events and other news and information we think will be of interest to you.
- Send you communications in relation to security, privacy, or administrative related communications (these communications are not marketing related).
- Maintain the safety and security of our users, our Services and business.
- Administer and maintain our business relationship, including performing supplier and vendor due diligence reviews, invoicing accounting, auditing, billing, reconciliation and collection activities, market research and reviewing client surveys.
- Improve and develop our Services and products.

Where required under applicable law, we will only use personal information based on the conditions below, such as when it is necessary to fulfil a contract with you, or when we have a specific legitimate interest to use the personal information.

The table below sets how we use your personal information, what personal information we use and the legal bases we rely on for each purpose (where required under applicable law). Where appropriate, we have also identified our legitimate interests in processing your personal information.

Where we rely on your consent, you have a right to withdraw your consent at any time. Please see “Your Rights” below for more information.

Processing activity	Personal information processed (for more details, please refer to “Personal Information We Collect” above)	Legal basis for processing
Provide you with our Services, other content, and website functionality.	Basic contact details; account information; demographic information; payment information; device and technical information; location information.	The processing is necessary for entering into, or performance of a contract to which you are a party. We have a legitimate interest in using your personal information for providing you with our Service.
Register and maintain your account with us, verify your identity and respond to any inquiries.	Basic contact details; account information; professional information; demographic information; professional information; information needed to meet our legal and regulatory obligations; any information you choose to include in communications or enquiries with us or when you visit our sites or events; other information regarding your interaction with the Services; where permitted, public information.	The processing is necessary for entering into, or performance of a contract to which you are a party. We have a legitimate interest in using your personal information to maintain our business relationship with you and to comply with laws and regulations.
Personalize our Services for you, including to ensure content is presented in the most effective manner for you and your device.	Device and technical information; location information; other information regarding your interaction with the Services; website analytics and analytics from the Services.	We have a legitimate interest in using your personal information to run our business effectively and efficiently. In certain instances, we may also obtain your consent for specific processing activities.

	Provide customer support services to you, including through our website chatbot. If you use our website chatbot, the chatbot will share the contents of your chat with us, which are used to allow the chatbot to interpret and answer questions. We only process personal information that is specifically and voluntarily provided by you through the website chatbot. Personal information provided through the website chatbot will be used to provide our Services, and improve our website, chatbot and customer experience.	Basic contact details; account information; any information collected in the context of our business relationship; any information you choose to include in communications or enquiries with us or when you visit our sites or events; device and technical information; location information; other information regarding your interaction with the Services.	We have a legitimate interest in using your personal information to run our business effectively and efficiently.
	Administer the Services, and for internal operations. For example, in order to conduct troubleshooting, data analysis, testing, research, statistical and survey analysis.	Device and technical information; location information; other information regarding your interaction with the Services; website analytics and analytics from the Services.	We have a legitimate interest in using your personal information to run our business effectively and efficiently, and for the purposes of operating, evaluating and improving our products or Services.
	Sign you up for our newsletters and alerts to communicate with you about our products, Services, marketing, promotions, events and other news and information we think will be of interest to you.	Basic contact details; account information; any information collected in the context of our business relationship; professional information; demographic information; preference information; any information you choose to include in communications or enquiries with us or when you visit our sites or events.	Where you have consented to the processing or, in certain circumstances, we have a legitimate interest in using your personal information to develop and improve our business.
	Send you communications in relation to security, privacy or administrative related communications (these communications are not marketing related).	Basic contact details; account information; professional information; demographic information; any information collected in the context of our business relationship; any information you choose to include in communications or enquiries with us or when you visit our sites or events.	We have a legitimate interest in using your personal information for the purpose of maintaining the security of our users and of maintaining our business relationship with you.
	Maintain the safety and security of our users, the Services and business. This includes detecting, debugging, preventing or investigating security incidents, preventing fraud or abuse and misuse of our Services, detecting, preventing, or investigating security incidents.	Device and technical information; location information; other information regarding your interaction with the Services; website analytics and analytics from the Services; basic contact details; account information.	We have a legitimate interest in using your personal information for the purpose of protecting our users against fraud and securing our network.
	Administer and maintain our business relationship, including performing supplier and vendor due diligence reviews, invoicing, accounting, auditing, billing, reconciliation and collection activities market research, and reviewing client surveys.	Basic contact details; account information; any information collected in the context of our business relationship; professional information; demographic information; preference information; any information you choose to include in communications or enquiries with us or when you visit our sites or events.	We have a legitimate interest in using your personal information to run our business effectively and efficiently.

	Improve and develop our products.	Device and technical information; location information; other information regarding your interaction with the Services; website analytics and analytics from the Services.	We have a legitimate interest in using your personal information for the purpose of developing and improving our business.
	Conduct identification checks and background vetting such as know-your-customer checks, and manage anti-corruption, anti-fraud, anti-bribery and sanctions checks, including by using automated decision-making.	Basic contact details; account information; any information collected in the context of our business relationship; professional information; information needed to meet our legal and regulatory obligations; professional information; demographic information; payment information.	To take pre-contractual measures required to enter into a contract with you. To comply with laws and regulations. Where permitted, in our legitimate interest to use your personal information for the purpose of ensuring regulatory compliance, prevent setbacks to our business and address risk management.
	Provide a chatbot: - For data subjects interested in learning about open roles in TP. - To collect contact data from potential clients which request through the tool that we contact them. - To grant access to gated documents to authorized users.	Basic contact details; language competencies; any information collected in the context of our business relationship; professional information; any information you choose to include in communications or enquiries with us.	Consent of the data subject.
	In addition, we will use some or all of the above information to comply with our legal obligations, in our legitimate interests to enforce our contractual arrangements and our policies and in relation to any legal claims, and to protect or defend the Services, our rights, the rights of our customers, or others. We will not subject you to a decision based solely on automated processing that produces legal effects concerning you or similarly significantly affects you unless it is legally authorized or a pre-contractual measure prior to entering into a contract with you. In practice, we may use automated decision-making to manage anti-corruption, anti-fraud, anti-bribery and sanctions checks, and we may leverage data derived from records we collect and third-party sources for these purposes. If we do make a determination under these circumstances, we will notify you and give you an opportunity to request human review of the decision, express your view about the decision or contest the decision. Finally, we may deidentify, aggregate or anonymize your personal information and use it for any purpose, including to generate aggregated data to prepare insights for our customers. We do this in our legitimate interests to improve our business and Services in line with our responsibilities around personal information minimization. To the extent we possess or process any deidentified, aggregated, or anonymized information, we will maintain and use such information in deidentified, aggregated or anonymized form and not attempt to re-identify the information, except for the purpose of assessing that our deidentification, aggregation and anonymization processes satisfy legal requirements.		
How We Share Your Personal Information	We may share your personal information internally and with third parties. Please refer to “<i>Data Transfers</i>” below for information on how we protect your personal information when transferring it to another country. We share your personal information with our affiliates and members of our corporate group in our legitimate interests to run an effective and efficient business and to manage our relationship with you, for the purposes described in this privacy notice. You can find out more information about the specific affiliates and details of transfer in our Privacy Policy (BCRs). We share your personal information with the following third parties for the purposes described in this privacy notice and directly below: With service providers and vendors (including our website chatbot provider, data analytics vendors, payment processors, security vendors and hosting vendors) that assist us to provide our Services to you, in our legitimate interests to manage our relationship with you. With professional advisors (including auditors, law firms, or accounting firms) in our legitimate interests to protect our business or as required by law.		



	- For legal and security reasons in our legitimate interests and to protect our Services and business, or as required by law, we will share your information with regulators, law enforcement agencies, public authorities, or any other relevant organizations to comply with applicable law or our obligations, including cooperation with law enforcement, judicial orders and regulatory inquiries, or otherwise to establish, exercise and defend legal claims. We may also disclose your personal information that we believe is necessary to protect ourselves, our property, our Services, or others from unlawful or abusive activity. With a prospective buyer, seller, new owner, or other relevant third-party in connection with or anticipation of an asset sale or purchase, a share sale, purchase or merger, bankruptcy, or other business transaction or re-organization (including while negotiating or in relation to a change of corporate control), in our legitimate interests.																												
Cookies and Tracking Technologies	TP uses cookies, web beacons and other similar tracking technologies to collect information as you navigate the Services, in line with your preferences. We also use tracking technologies provided by third-party advertising and social media partners (such as Facebook, Google Ads, LinkedIn, TikTok and X (formerly Twitter)). These technologies help us measure the effectiveness of our advertising, deliver relevant advertisements to you on other platforms, and understand how users interact with our Services. These technologies may collect information such as device identifiers, IP addresses, browsing behavior, and interactions with our Services and advertisements, and may link this information with your account on the relevant platform. Where required by applicable law, these technologies are only used with your prior consent. Where these technologies are strictly necessary for the operation of the Services, they are used without your consent. For all other cookies and tracking technologies (including analytics and behavioral tracking), we will obtain your consent before placing them on your device, in accordance with applicable law. We use the following common information-gathering tools to collect information about your browsing activities over time and across different Services: Necessary Cookies help make a website usable by enabling basic functions like page navigating and access to secure areas of the website. The website cannot function properly without these cookies and so they cannot be disabled. <table><tr><th>Name</th><th>Expiration</th><th>Type</th><th>Description</th></tr><tr><td>UMB_UCONTEXT_C</td><td>Session</td><td>HTTP</td><td>This cookie stores the user’s session ID for the Content Management System. This cookie is destroyed when the user closes their browser.</td></tr><tr><td>UMB-XSRF-V</td><td>Session</td><td>HTTP</td><td>Essential for our site, but are only seen by site administrators whilst accessing the website content management system (CMS).</td></tr><tr><td>UMB-XSRF-TOKEN</td><td>Session</td><td>HTTP</td><td>These cookies are used to prevent cross-site scripting attacks for your safety.</td></tr><tr><td>tpId</td><td>Session</td><td>HTTP</td><td>Is a cookie which is used to identify the users session on the server. The session being an area on the server which can be used to store data in between http requests.</td></tr><tr><td>UMB_MCULTURE</td><td>Session</td><td>HTTP</td><td>Used by the Umbraco CMS to track the language variant of the website.</td></tr><tr><td>UMB_UCONTEXT</td><td>Session</td><td>HTTP</td><td>Cookie is the back office AUTH cookie - it's generated when a user authenticates and logs in to the Backoffice</td></tr></table>	Name	Expiration	Type	Description	UMB_UCONTEXT_C	Session	HTTP	This cookie stores the user’s session ID for the Content Management System. This cookie is destroyed when the user closes their browser.	UMB-XSRF-V	Session	HTTP	Essential for our site, but are only seen by site administrators whilst accessing the website content management system (CMS).	UMB-XSRF-TOKEN	Session	HTTP	These cookies are used to prevent cross-site scripting attacks for your safety.	tpId	Session	HTTP	Is a cookie which is used to identify the users session on the server. The session being an area on the server which can be used to store data in between http requests.	UMB_MCULTURE	Session	HTTP	Used by the Umbraco CMS to track the language variant of the website.	UMB_UCONTEXT	Session	HTTP	Cookie is the back office AUTH cookie - it's generated when a user authenticates and logs in to the Backoffice
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	__RequestVerificationToken	Session	HTTP	This is an anti-forgery cookie set by web applications built using ASP.NET MVC technologies.
	ARRAffinity	Session	HTML	Affinity Cookies are used to aid people who need to stay with a certain instance of web app or web site in Azure. The reason for this is that we strive for statelessness, but do not always achieve it.
	ARRAffinitySameSite	Session	HTML	This cookie is set by Windows Azure cloud, and is used for load balancing to make sure the visitor page requests are routed to the same server in any browsing session.
	cc_cookie	1 Year	HTML	
	UMB_UPDCHK	Session	HTTP	This cookie is set by websites using the Umbraco web content management system. It is usually only seen by site administrators accessing the back end of the website, rather than general visitors.
	_vis_opt_exp_{CAMPAIGNID}_goal_{GOALID}	100 Days	Strictly Necessary Cookies	This cookie is created when a campaign goal is triggered. This cookie, when created, will always have a value of 1.
	_vis_opt_test_cookie	Expires on browser close	Strictly Necessary Cookies	This cookie is created to detect if the cookies are enabled on the visitor's browser or not. It also helps in tracking the number of browser sessions a visitor has gone through. The value of this cookie is always 1.
	_vis_opt_exp_{CAMPAIGNID}_combi	100 Days	Strictly Necessary Cookies	This cookie is created when a visitor is chosen for a particular variation for a test. This cookie makes sure that visitors see the same variation when they revisit the page in the future. Here the Control has a value of 1, Variation #1 has a value of 2, Variation #2 has a value of 3, and so on.
	_vis_opt_exp_{CAMPAIGNID}_exclude	100 Days	Strictly Necessary Cookies	This cookie is created when a visitor has been excluded from a Test Campaign due to the traffic percentage specifications. The value is always 1.
	_vis_opt_exp_{CAMPAIGNID}_split	100 Days	Strictly Necessary Cookies	This cookie is created when one of the variations is chosen for the visitor, but the visitor is not yet redirected to the variation

				page. It exists so that VWO can verify that the variation page corresponds to the chosen variation after landing on the page. The value is ≥ 2 (as 1 corresponds to Control and it's not created in case the Control is chosen).
	_vis_opt_s	100 Days	Strictly Necessary Cookies	This cookie tracks session created for a visitor, i.e., the number of times the browser was closed and reopened. The value is ≥ 1 , followed by a pipe sign. For example, the value of 2 indicates that the visitor restarted the browser once while 3 means twice.
	_vis_opt_out	10 Years	Strictly Necessary Cookies	This cookie indicates that the visitor should not be made part of any campaign. Its value is 1.
	_vwo_uuid	10 Years	Strictly Necessary Cookies	This cookie generates a unique id for every visitor and is used for the report segmentation feature in VWO, and it also allows you to view data in a more refined manner.
	_vwo_uuid_{CAMPAIGNID}	10 Years	Strictly Necessary Cookies	Strictly Necessary Cookies
	_vwo_ds	Depends on the retention period of the account	Strictly Necessary Cookies	This cookie stores persistent visitor-level data for VWO Insights.
	_vwo_sn	30 mins and reset again to 30 mins on visitor activity	Strictly Necessary Cookies	This cookie stores session-level information.
	_vwo_uuid_v2	366 Days	Strictly Necessary Cookies	This cookie calculates unique traffic on a website.
	_vis_opt_exp_{CAMPAIGNID} _combi_choose	Persists until campaign changes are applied	Strictly Necessary Cookies	This cookie stores the chosen combination. It's a temporary cookie that gets deleted when the campaign changes are applied.
	_vwo_referrer	15 secs	Strictly Necessary Cookies	This cookie stores referral info allowing VWO to identify the original Traffic source in case of the Split URL campaign.
	_vwo	12 months	Strictly Necessary Cookies	This cookie is a jar of all the cookies. It is currently created only for the Safari browser. In the future, it would replace all the cookies. The actual expiry of a cookie doesn't matter as it stores the expiry of cookies set in it and keeps on expiring them
	wingify_push_db_status	12 months	Strictly Necessary Cookies	This cookie stores the subscription sync status of the subscriber with VWO Engage's Server

	wingify_push_subscription_id	12 months	Strictly Necessary Cookies	This cookie stores the subscription ID to uniquely identify the subscriber generated by the browser.
	wingify_push_subscription_endpoint	12 months	Strictly Necessary Cookies	This cookie stores the subscription endpoint of the subscription object specific to the browser (Chrome/Firefox).
	pushcrew_opt_out	12 months	Strictly Necessary Cookies	This cookie is used for opting-out.
	wingify_push_do_not_show_notification_popup	14 Days	Strictly Necessary Cookies	This cookie stores the information if the first-step opt-in should show up or not. Valid only for 2 Step Opt-in.
	pshcrw_update_subId	12 months	Strictly Necessary Cookies	This cookie is used for retrying the storage of subscriptions with VWO Engage's Server. Used only in cases when the server is not reachable due to network issues.
	wingify_push_subscription_status	12 months	Strictly Necessary Cookies	This cookie stores the information if the visitor is subscribed or unsubscribed to VWO Engage.
	wingify_push_subscriber_lang	12 months	Strictly Necessary Cookies	This cookie stores the subscriber's browser language.
	wingify_dont_track_actions	12 months	Strictly Necessary Cookies	This cookie persists the information that subscriber actions should be tracked.
	wingify_do_not_show_chicklet	12 months	Strictly Necessary Cookies	This cookie is used to decide if the chicklet for opting to notifications should be shown or not.
	_wingify_pc_uuid	12 months	Strictly Necessary Cookies	This cookie stores the subscriber ID to uniquely identify the subscriber. VWO generates this randomly.
	wingifyEcomData-*	12 months	Strictly Necessary Cookies	This cookie is persisted when the subscriber becomes part of Shopify segments created through VWO Engage App.
	wingify_push_gcm_id	12 months	Strictly Necessary Cookies	This cookie stores the FCM ID of the customer to identify which FCM key was used for subscribing.
	wingifyRetrySegment-*	12 months	Strictly Necessary Cookies	This cookie is persisted when wingifySegment-* cookie cannot be synced with VWO Engage Server.
	wingifySegment-*	12 months	Strictly Necessary Cookies	This cookie is persisted only when the subscriber is part of a segment that the visitor creates from the VWO Engage App.
	pshcrw_v_k	12 months	Strictly Necessary Cookies	This cookie stores the public VAPID Key of the customer to identify which VAPID key was used for subscribing.

	_pc_fb	12 months	Strictly Necessary Cookies	This cookie stores Facebook messenger-specific information. Page ID, Count of times the messenger opt-in was shown, and the state of FB Messenger subscription is stored.
	wingify_push_subscriber_id	12 months	Strictly Necessary Cookies	This cookie stores the subscriber ID to uniquely identify the subscriber. VWO generates this randomly.
	_vwo_global_opt_out	100 Days	Strictly Necessary Cookies	This cookie is persisted when a visitor opts out of vwo on all websites in a given browser.
	_vwo_ssm	3650 Days	Strictly Necessary Cookies	This cookie is used for testing and is created only on sites that use the HTTP protocol. This is used to check if VWO can create cookies on them, post which this cookie is deleted.
	_vis_opt_exp_{CAMPAIGNID} _goal_{GOALID}_{ACCID}	100 Days	Strictly Necessary Cookies	This cookie is created when a campaign goal is triggered. When created, this cookie always has a value of 1.
	_vis_opt_exp_{CAMPAIGNID}_combi_{ACCID}	100 Days	Strictly Necessary Cookies	This cookie is created when a visitor is chosen for a particular variation of a test. It ensures that visitors see the same variation when they revisit the page. Here the Control always has the value of 1, Variation #1 always has the value of 2, Variation #2 has the value of 3, and so on.
	_vis_opt_exp_{CAMPAIGNID}_exclude_{ACCID}	100 Days	Strictly Necessary Cookies	This cookie is created when a visitor has been excluded from a campaign due to the traffic percentage specifications. The value of this cookie is always 1.
	_vis_opt_exp_{CAMPAIGNID}_split_{ACCID}	100 Days	Strictly Necessary Cookies	This cookie is created when one of the variations is chosen for the visitor, but the visitor is not yet redirected to the variation page. Using this, VWO verifies that the variation page corresponds to the chosen variation after landing on the page. The value will always be >=2 as it won't be created in case the control is chosen.
	_vwo_uuid_{CAMPAIGNID}_{ACCID}	10 Years	Strictly Necessary Cookies	This cookie is created for each cross-domain campaign. It generates a unique id for every visitor and is used for the report segmentation feature in VWO. It also allows you to view data in a refined manner.



	_vis_opt_exp_{CAMPAIGNID}_combi_choose_{ACCID}	Persists until campaign changes are applied	Strictly Necessary Cookies	This cookie stores the chosen combination. It's a temporary cookie that gets deleted when the campaign changes are applied.
	_vwo_global_opt_out	100 Days	Strictly Necessary Cookies	This cookie is persisted when a visitor opts out of vwo on all websites in a given browser.
	debug_vis_opt_exp_{CAMPAIGNID}_goal_{GOALID}	100 Days	Strictly Necessary Cookies	This cookie is created when a Test Campaign goal is triggered. This cookie, when created, will always have a value of 1.
	debug_vis_opt_test_cookie	Expires on session expiration	Strictly Necessary Cookies	This cookie is created to detect if the cookies are enabled on the visitor's browser or not. It also helps in tracking the number of browser sessions a visitor has gone through. The value of this cookie is always 1.
	debug_vis_preview_{ACCOUNTID}	Expires on session expiration	Strictly Necessary Cookies	This cookie is generated when you switch variations in preview mode.
	debug_vis_opt_exp_{CAMPAIGNID}_combi	100 Days	Strictly Necessary Cookies	This cookie is created when a visitor is chosen for a particular variation for a test. This cookie ensures that visitors see the same variation when they revisit the page in the future. Here the Control always has the value of 1, Variation #1 always has the value of 2, and Variation #2 has a value of 3, and so on.
	debug_vis_opt_exp_{CAMPAIGNID}_exclude	100 Days	Strictly Necessary Cookies	This cookie is created when a visitor has been excluded from a Test Campaign due to the traffic percentage specifications. The value is always 1.
	debug_vis_opt_exp_{CAMPAIGNID}_split	100 Days	Strictly Necessary Cookies	This cookie is created when one of the variations is chosen for the visitor, but the visitor is not yet redirected to the variation page. It exists so that VWO can verify that the variation page corresponds to the chosen variation after landing on the page. The value is >=2. As 1 corresponds to control and it's not created if control is chosen.
	debug_vwo_uuid	10 Years	Strictly Necessary Cookies	This cookie generates a unique id for every visitor and is used for the report segmentation feature in VWO, and it also allows you to view data in a more refined manner.
	debug_vwo_ds	100 Days	Strictly Necessary Cookies	Depends on the retention period of the account.

- **Statistic Cookies** help website owners to understand how visitors interact with websites by collecting and reporting information anonymously.



				order to show relevant & personalised Google advertising.
	__Secure-1PAPISID	2 Years	HTTP	Cookie required to use website options and services.
	SAPISID	1 Year	HTTP	Used by for targeting purposes to build a profile of the website visitor's interests in order to show relevant & personalised Google advertising.
	YSC	Session	HTTP	This cookie is set by the YouTube video service on pages with embedded YouTube video. This cookie expires when you close your browser.
	PREF	2 Years	HTTP	This cookie stores your preferences and other information, in particular preferred language, how many search results you wish to be shown on your page, and whether or not you wish to have Google's SafeSearch filter turned on.
	LOGIN_INFO	2 Years	HTTP	This cookie is used to play YouTube videos embedded on the website.
	_clk	12 Months	Third party persistent	Persists the Clarity User ID and preferences, unique to that site is attributed to the same user ID.
	_clsk	1 Day	Third party persistent	Connects multiple page views by a user into a single Clarity session recording.
	CLID	12 Months	Third party persistent	Identifies the first-time Clarity saw this user on any site using Clarity.
	ANONCHK	Session	Third party temporary	Indicates whether MUID is transferred to ANID, a cookie used for advertising. Clarity doesn't use ANID and so this is always set to 0.
	MR	7 Days	Third party persistent	Indicates whether to refresh MUID.
	MUID	12 Months	Third party persistent	Identifies unique web browsers visiting Microsoft sites. These cookies are used for advertising, site analytics, and other operational purposes.
	SM	Session	Third party temporary	Used in synchronizing the MUID across Microsoft domains.
	tuuid	24 Months	Third party persistent	Demandbase Analytics and Advertising
	tuuid_lu	24 Months	Timestamp	Demandbase Analytics and Advertising
	pxrc	90 Days	Third party persistent	Demandbase Analytics and Advertising
	rlas3	365 Days	Third party persistent	Demandbase Analytics and Advertising
	tv_UIDM	720 Days	Third party persistent	Demandbase Advertising



	tvid	365 Days	Third party persistent	Demandbase Advertising																											
	audit	365 Days	Third party persistent	Demandbase Advertising																											
	khaos	365 Days	Third party persistent	Demandbase Advertising																											
	CMPRO	90 Days	Third party persistent	Demandbase Advertising																											
	CMPS	90 Days	Third party persistent	Demandbase Advertising																											
	CMID	365 Days	Third party persistent	Demandbase Advertising																											
	tluid	90 Days	Third party persistent	Demandbase Advertising																											
	sync	90 Days	Third party persistent	Demandbase Advertising																											
	• Marketing Cookies are used to track visitors across websites. The intention is to display ads that are relevant and engaging for the individual user and thereby more valuable for publishers and third party advertisers. • Preference Cookies enable a website to remember in information that changes the way the website behaves or looks, like your preferred language or the region that you are in.																														
	<table><tr><th>Name</th><th>Expiration</th><th>Type</th><th>Description</th></tr><tr><td>SEARCH_SAMESITE</td><td>1 Year</td><td>HTTP</td><td>This cookie is used to prevent the browser from sending this cookie along with cross-site requests.</td></tr><tr><td>_GRECAPTCHA</td><td>1 Year</td><td>HTTP</td><td>This cookie is set by Google reCAPTCHA, which protects our site against spam enquiries on contact forms.</td></tr><tr><td>_GRECAPTCHA</td><td>1 Year</td><td>HTTP</td><td>This cookie is set by Google reCAPTCHA, which protects our site against spam enquiries on contact forms.</td></tr><tr><td>__Secure-3PAPISID</td><td>2 Years</td><td>HTTP</td><td>Builds a profile of website visitor interests to show relevant and personalized ads through retargeting.</td></tr><tr><td>DV</td><td>6 Hours</td><td>HTTP</td><td>This cookie is used to save the user's preferences and other information. This includes in particular the preferred language, the number of search results to be displayed on the page as well as the decision as to whether the Google SafeSearch filter should be activated or not.</td></tr><tr><td>_gid</td><td>24 Hours</td><td>HTTP</td><td>This cookie is installed by Google Analytics. The cookie is used to store information of how visitors use a website and helps in creating an analytics report of how the website is doing. The data collected including the number visitors, the source where they have come</td></tr></table>				Name	Expiration	Type	Description	SEARCH_SAMESITE	1 Year	HTTP	This cookie is used to prevent the browser from sending this cookie along with cross-site requests.	_GRECAPTCHA	1 Year	HTTP	This cookie is set by Google reCAPTCHA, which protects our site against spam enquiries on contact forms.	_GRECAPTCHA	1 Year	HTTP	This cookie is set by Google reCAPTCHA, which protects our site against spam enquiries on contact forms.	__Secure-3PAPISID	2 Years	HTTP	Builds a profile of website visitor interests to show relevant and personalized ads through retargeting.	DV	6 Hours	HTTP	This cookie is used to save the user's preferences and other information. This includes in particular the preferred language, the number of search results to be displayed on the page as well as the decision as to whether the Google SafeSearch filter should be activated or not.	_gid	24 Hours	HTTP
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				from, and the pages visited in an anonymous form.
	__auc	1 Year	HTTP	Used to track and report visitor information to the Alexa analytics service.
	fpestid	1 Year	HTTP	Fpestid is a ShareThis cookie ID set in the domain of the website operator.
	_ga	2 Years	HTTP	This cookie is installed by Google Analytics. The cookie is used to calculate visitor, session, campaign data and keep track of site usage for the site's analytics report.
	We will use this information to improve our Services and the way our Services work by assessing how users navigate and interact with our Services. You can use the following methods to control and delete cookies. Note that if you do disable cookies, this may impact the features and functionality of our Services. Cookie banner: When you visit our website for the first time, a cookie consent banner will pop up and ask you to customize your cookie preferences. If you decide to change your preferences at a later date, you can easily do so by clicking on “Cookie Settings” at the bottom of our website. Please note that the strictly “Necessary Cookies” cannot be disabled, as they are required for the operation of the Services Using your browser: Most browsers accept cookies automatically, but you may be able to change your browser settings to erase cookies or prevent automatic acceptance. If you so choose, you may block or delete our cookies from your browser; however, blocking or deleting cookies may cause some of the Services to work incorrectly. Do Not Track: Some browsers transmit a “do not track” (“DNT”) or “opt-out-preference” signal that requests that a website disable the tracking of an individual user. While there is no consistent industry standard for recognizing these signals, and they are not generally required under applicable law, we will respect such signals where they are considered a legally valid expression of your rights under applicable data protection laws. Otherwise, our use of cookies is governed by the choices you make through our cookie consent tools. We manage your preferences through our cookie consent tools, where you can accept or reject non-essential cookies at any time. Since TP operates a global business, your personal information may be accessed from, transferred to, or stored outside of the country where you are located. The countries where your personal information is transferred, accessed, or stored may not have similar data protection laws as the country where we collected your personal information. However, we will protect your personal information as described in this privacy notice.			
Artificial Intelligence	The chatbot on the website relies on ChatGPT4.0 provided and hosted on our own instance of Azure Open AI.			
Data Transfers	Since TP is a global company, your personal information may be accessed, transferred, or stored outside of the country in which you are located. The countries in which your personal information is transferred, accessed, or stored may not have the same data protection laws as the country in which we collected your personal information. However, we will protect your personal information as described in this privacy notice. We take steps to ensure the integrity of your personal information around the world. For example, when we transfer your personal information out of the European Economic Area (“EEA”) to members of our corporate group, we rely on our Binding Corporate Rules approved by European data protection authorities. A copy of our Binding Corporate Rules is available here. When we transfer your personal information to third-parties located outside the EEA or UK, and such country has not received an adequacy decision from the European Commission, UK government, and/or Swiss Federal Council, we use transfer mechanisms approved under applicable laws, such as European Commission’s standard contractual clauses for transfers from the EEA (“SCCs”), and the UK Information Commissioner’s addendum to the SCCs, or international data transfer agreement, for transfers from the UK. You can request a copy of any data transfer mechanism by emailing privacy@teleperformance.com.			
How We Protect Your Personal Information	We use appropriate security measures to protect your personal information. These measures vary based on the sensitivity of the personal information we process and available technology. Unfortunately, no service can be guaranteed to be completely secure, and we cannot guarantee that unauthorized access, hacking, data loss or a data breach will never occur. Any information you			

	send to us electronically while using the Services or when interacting with us, may not be secure while in transit. We recommend that you do not use unsecure channels to send us sensitive or confidential information.
How We Retain Your Personal Information	We retain your personal information for the period necessary to fulfil our legitimate business purposes and to comply with mandatory retention periods provided by law and the statute of limitations. For more details on the criteria, we need to decide on retention periods. When deciding the length of time to retain your personal information, we assess various criteria, including whether we need the personal information to provide our Services, enforce our contractual agreements, resolve disputes and legal claims, ensure safety, security, and integrity, or protect ourselves and our Services and business. We will also retain your personal information to the extent necessary to comply with mandatory retention periods provided by law and in line with any applicable statute of limitations. For example, we generally store personal information contained in the records relating to TP client relationships for 6 years after the client is no longer active depending on applicable law. If we no longer need your personal information, we implement processes to securely delete the data, for example by erasing electronic records. If we aggregate and anonymize your personal information, we may use this non-personal information indefinitely. We may provide links to third-party websites or platforms for your convenience or information. If any linked websites you visit or use are not controlled by or affiliated with TP, we suggest that you review these third parties' privacy notices or relevant policies.
Features and Links to Other Websites	If you follow links to sites or platforms that we do not control and are not affiliated with, you should review the applicable privacy practices of these websites. We are not responsible for the content or privacy and security practices of these third-party sites. Any information you provide on public websites, such as third-party social networking platforms, is subject to those websites' policies, even if accessed through our Services. Our inclusion of these links does not mean that we endorse the content or owners of these platforms.
Children	TP's Services are not intended for children. Our Services, including the website, are not intended for children, and we do not seek or knowingly collect information relating to children. If we discover that we have collected personal information of a child, we will take reasonable steps to delete this data. If you believe we have collected personal information of a child, please contact us at privacy@teleperformance.com.
Your Rights	Depending on your country, you may have rights including to: • Access your personal information, obtain a copy of it, rectify it, restrict, or object to its processing, request its deletion, destruction, or anonymization. • Receive the personal information you provided to us to transfer it to another company. • Opt out of some collection or uses of your personal information. • Withdraw any consent provided. • Nominate any other individual who shall, in the event of your death or incapacity, exercise your rights. To exercise any of these rights or submit complaints about this Policy, you can contact us via email at privacy@teleperformance.com or you can submit a request here. Depending on where you live (including in the US, depending on the state), you have certain rights in relation to your information. Please note that these rights are generally not absolute, and in certain cases, we may decline your request as permitted by law. • Informed/Right to Know. The right to request information about the categories of personal information we collect, the source of that information, the purpose of that collection, the categories of third parties with whom that information is disclosed. • Access. The right to request access to the specific information we hold about you and know how we use it, and who we share it with. • Portability. To receive a copy of your personal information and to request that we transfer it to a third-party, in certain circumstances and with certain exceptions.



	• Correction. To request that we correct any inaccurate information we hold about you. • Deletion/Erasure. In certain circumstances, the right to ask us to delete your information. • Restriction of processing to storage only. To request that we stop processing the information we hold about you, other than for storage purposes, in certain circumstances. • Objection. To object to our processing of your information in certain circumstances. • Objection to marketing. You can object to marketing at any time by emailing privacy@teleperformance.com. • Withdrawal of consent. Where we rely on consent to process your personal information, you have the right to withdraw this consent at any time. We will apply your preferences going forward. • Right to Opt Out of Sale or Sharing. The right to opt out of selling or sharing personal information to third parties, the disclosure of personal information to third parties for targeted advertising purposes. • Right to limit use and disclosure of sensitive personal information: You can direct us to limit the use of your Sensitive Information to necessary uses. • Shine the Light Law: California residents may request and obtain once per year, free of charge, information about our disclosure of personal information to third parties or affiliated companies for their direct marketing purposes. • Complaint: If you have concerns about the processing of your personal information, you have the right to also file a formal complaint with the competent supervisory authority in your country. However, we do hope you will contact us at privacy@teleperformance.com in the first instance, so we can resolve any issues. • Non-discrimination: You are entitled to exercise the rights described above free from discrimination in the form of any unlawful denial of service, increase in the price of services, decrease in service quality, or suggestion that you may be penalized for exercising your rights. To exercise any of these rights or submit complaints about this Policy, you can submit a request here, or contact our DPO and the privacy team via email at privacy@teleperformance.com. For certain rights, we may need to collect information from you to verify your identity before providing a substantive response to your request, such as your name, email, phone number or other identifier. We do not sell your personal information for money, but we may use tracking technologies that some laws consider to be “sharing”. To opt out of the sharing of personal information, or the processing of information for purposes of targeted advertising, click on the “Your Privacy Choices” link in the footer of our website [see our <i>Cookies and Tracking Technologies</i> section above for information about opt-outs]. Depending on your location, you may designate, in writing or through a power of attorney document, an authorized agent to make requests on your behalf to exercise your rights. Before accepting such a request from an agent, we will require that the agent provide proof you have authorized them to act on your behalf, and we may need you to verify your identity directly with us. Lastly, you may have the right to appeal against our decision regarding a request related to these rights by contacting us using the information provided above.
Updates To This Privacy Notice	This privacy notice may be updated periodically to reflect changes in our data processing practices. We may change this privacy notice from time to time. If we do, we will indicate this on our website and update the “Last Updated” date at the top of this privacy notice. If we make material changes to the way in which we use the information we collect, we will use reasonable efforts to notify you. If you do not agree to any updates to this privacy notice, please do not access or continue to use the Services.
Contact Us	You can contact us at privacy@teleperformance.com. To oversee our privacy framework, we have appointed a Data Protection Officer (“DPO”) who is supported by the Global Privacy, Risk and Compliance Office. For any data protection inquiries, questions or concerns you have about this privacy notice or our data processing, please contact our DPO at privacy@teleperformance.com.



Language	If the English and other language versions of this privacy notice conflict, the English language version will prevail (unless otherwise prescribed by applicable law).
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