

Who we are

Aeropeople Ltd are a provider of recruitment and aviation engineering services.

Scope

This Privacy Notice sets out the basis on which Aeropeople Limited will process personal information provided to us, this information is also referred to as 'personal data'. Aeropeople Ltd. is referred to throughout as "we", "us", "our" and "ours". For the purposes of this Privacy Notice, our commercial activities and services for individuals and businesses are referred to as 'Recruitment services' and 'Aircraft related services' the later relates to both maintenance and technical support. Actual or potential customers are referred to as 'Clients'.

We take our obligations in respect of the privacy of personal data very seriously and we will only process personal information as detailed in this notice unless we inform you otherwise. In order to ensure that the personal data we hold is accurate and up to date, we request that you inform us of any relevant changes to the personal information we hold about you.

We help individuals to find work and we are also an employer. Our core business activity is recruitment, we assist individuals in finding work with our hirer clients, whether this is directly or through supply by us, and we assist hirers in introducing or supplying the staff that they require. We also recruit staff to work for us to provide our recruitment services. For the purposes of this Privacy Notice, our commercial activities and services for individuals and businesses are referred to as 'Recruitment Services', and our actual or potential hiring customers are referred to as 'Clients'.

Responsible person

The person responsible for data protection matters within our organisation ('Responsible Person') is Julie Welford-Biggs. Our Data Protection Officer is Julie Welford-Biggs.

The Responsible Person's contact details are as follows: mydata@aeropeople.com or 07796610105

If you do not wish us to process personal data in accordance with this policy, then please do not provide it to us.

Section 1: This section applies to individuals wishing to use or using our Recruitment Services or looking to work with us ('a candidate')

The personal data we may collect or receive includes the following as applicable:

- Your name, address and contact details, including email address and telephone number, mobile phone Numbers, date of birth and gender
- Job history (including information relating to placements through us)
- Educational history, qualifications and skills
- Visa, passport and other right to work or identity information
- Bank details
- National insurance and tax (payroll) information

- Personal information relating to hobbies, interests and pastimes
- Information contained in references and pre-employment checks from third parties
- Sensitive personal information e.g. health data (see 'Sensitive Personal Data'- page 6)
- Your marketing preferences
- Emergency contacts, next of kin and family details
- Contact details of referees
- Information for Security e.g. record declaration form, employment history, place of birth, photos and CCTV footage;
- Driver Declaration Form where applicable
- Records of Absence e.g. holiday and sickness
- Details of your schedule (days of work and working hours) and attendance at work;
- Documentation relating to travel arrangements e.g. passport and visa details
- Information to manage Company Assets this could include (but is not limited to), a Company vehicle, a Company mobile phone, tablet or laptop, PC, fuel card etc. This could include how, where and when and by who the asset is used and whether the asset is being used for illegal or inappropriate behaviour that could be considered to affect the reputation of the Company.

We may obtain your personal data from the following sources (please note that this list is not exhaustive):

- You (e.g. a Curriculum Vitae, application or registration form)
- A client (recommendation)
- Other candidates (recommendations)
- Online jobsites (also known as job boards)
- Marketing databases
- The public domain
- Social Media
- At interview
- Conversations on the telephone or video conferencing (which may be recorded)
- Notes following a conversation or meeting
- Our website contact form and the online registration/job application processes
- Other persons connected with you, or whose details you have provided to us

Where you are a Candidate and we have obtained your personal data from a third party such as an online job board, it is our policy to advise you of the source when we first communicate with you.

How we will use your personal data

- Collecting and storing your personal data, whether in manual or electronic files
- Notifying you of potential roles or opportunities
- Assessing and reviewing your suitability for job roles
- Introducing and/or supplying you to actual or potential Clients
- Engaging you for a role with us or with our Clients including any related administration e.g. timesheets and payroll
- Carrying out reasonable welfare checks
- Communicating with third parties in the event of an emergency, accident or any issue relating to workplace safety
- Collating market or sector specific information and providing the same to our Clients
- Sending information to third parties with whom we have or intend to enter into arrangements which are related to our Recruitment Services
- Complying with our own legal obligations, for example reviewing, using and passing on information as required for the protection of health and safety of staff and visitors
- Providing information to regulatory authorities or statutory bodies, and our legal or other professional advisers including insurers
- To market our Recruitment Services
- Retaining a record of our dealings
- Recording how you engage with us including through our website and IT and communication systems
- Establishing quality, training and compliance with our obligations and best practice
- For the purposes of backing up information on our computer systems
- In order to provide our Recruitment Services, we will enter into a contract with you and/or a third party. To enter into a contract, we will need certain information, for example your name and address. A contract will also contain obligations on both your part and our part, and we shall process your data as is necessary for the purpose of those obligations. For example, to process payroll, a national insurance number and bank details will be required.

Why we process your personal data:

Entering into and performing a contract with you:

In order to provide our Recruitment Services we may enter into a contract with you and/or a third party. In order to enter into a contract we will need certain information, for example your name and address. A contract will also contain obligations on both your part and our part and we shall process your data as is necessary for the purpose of those obligations. For example, in order to process payroll, a national insurance number and bank details will be required.

Compliance with legal obligations (regulatory and statutory obligations):

We must comply with a number of statutory provisions when providing our Recruitment Services, which necessitate the processing of personal data. These include the *Conduct of Employment Agencies and Employment Businesses Regulations 2003*, which amongst other things requires us to:

- Verify your identity
- Assess your suitability for an external job role
- Maintain records for specific periods

Where we engage a person to work for us (whether directly or as supplied to a Client), there are other statutory obligations that must be complied with including payroll, tax, social security, HMRC reporting requirements, and any other law or regulation.

We are also required to comply with statutory and regulatory obligations relating to business generally, for example complying with tax, bribery, fraud/crime prevention, health and safety and data protection legislation, and co-operating with regulatory authorities such as HMRC or the Information Commissioner's Office.

Our legitimate interests (carrying on the commercial activity of Recruitment Services):

In providing our Recruitment Services, we will carry out some processing of personal data which is necessary for the purpose of our legitimate interests, which include:

- Retaining records of our dealings and transactions and where applicable, use such records for the purposes of:
 - § establishing compliance with contractual obligations with Clients or Suppliers
 - § addressing any query or dispute that may arise including establishing, exercising or defending any legal claims
 - § protecting ours or our Clients' reputation
 - § maintaining a backup of our system, solely for the purpose of being able to restore the system to a particular point in the event of a system failure or security breach
 - § evaluating quality and compliance including compliance with this Privacy Notice
 - § determining staff training and system requirements
- Using your personal data to:
 - § assess suitability and contact you regarding, comparable, potential opportunities and/or our services
 - § collate market information or trends including providing analysis to potential or actual Clients (the result of analysis will be anonymised before sending where possible)
 - § source potential opportunities or roles as part of our Recruitment Services
 - § personalise your experience and our offering, whether via our website or otherwise
- Address emergencies and carryout welfare checks

§ Meet any obligations we have in respect of workplace safety and security, including the safety of others

This means that for our commercial viability and to pursue these legitimate interests, we may continue to process your personal data for as long as we consider necessary for these purposes.

If you wish to question the retention or processing of any of your data, please contact mydata@aeropeople.com.

Consent to our processing of your data:

We may process your personal data on the basis that you have consented to us doing so for a specific purpose, for example, if you apply for a specific role you may have consented to our processing of the data that has been provided for the purpose of progressing your application and considering your suitability for that role. In other cases you may have provided your written or verbal consent to the use of your data for a specific reason.

You may withdraw your consent to our processing of your personal information for a particular purpose at any stage. However, please note that we may continue to retain, or otherwise use your personal information thereafter where we have a legitimate interest or a legal or contractual obligation to do so. Our processing in that respect will be limited to what is necessary in furtherance of those interests or obligations. Withdrawal of consent will not have any effect on the lawfulness of any processing based on consent before its withdrawal.

In addition to the reasons given above, we may also process personal data where otherwise required by law, including for the protection of health and safety of you and others or where we are required to do so to protect the vital interests of you or others.

What if we obtain your personal data from a third party?

Part of our business activity involves researching information relating to individuals for the purposes of filling job roles. This may include obtaining personal data from online sources, for example we may obtain information from social media sites such as LinkedIn and job boards, some information being publicly available but others being from sites or providers to which we subscribe. From time to time we may also receive personal information about you from hiring organisations, colleagues and former employers, or from persons for whom you have provided services or been otherwise engaged.

In the course of providing our recruitment service, we may from time to time receive personal data from regulatory or government authorities such as HMRC, professional bodies or, where applicable, safeguarding authorities, which we are required to process.

Where information from third party sources is of no use to us, or where you have notified us that you do not want us to provide you with services, we shall discard it, however we may maintain a limited record in order to avoid the duplication of process. Where we consider that information may be of use to us in pursuance of the provision of our Recruitment Services, any processing will be in accordance with this Privacy Notice. You do have the right to object to processing, please see Section 4 'Your rights'.

Sensitive Personal Data (SPD)

Sensitive personal data is information which is intensely personal to you and is usually irrelevant to our consideration of your suitability for a job role. Examples of SPD include information which reveals your political, religious or philosophical beliefs, sexual orientation, race or ethnic origin, or information relating to your health.

Regardless of the basis for your dealings with us, we request that you do not provide us with any sensitive personal data unless absolutely necessary, or specifically requested by us for a particular purpose. However, to the extent that you do provide us with any sensitive personal data, such as data which you choose to share with us in conversation, we shall only use that data for the purposes of our relationship with you, meeting our obligations or for the provision of our Recruitment Services. This will be for one or more of the following reasons:

- You have explicitly consented to the processing
- For the purpose of our assessment of your suitability for job roles or working capacity
- Where processing is necessary for the purpose of obligations or rights under employment, social security or social protection law
- To maintain records of our dealings to address any later dispute, including but not limited to the establishment, exercise or defence of any legal claims

Criminal Record Data

In some cases we may process information about criminal convictions ('Criminal Record Data'), which may involve information received from you, or third party sources, including the Disclosure and Barring Service ('DBS') or other regulatory or safeguarding bodies. We will only process Criminal Record Data where we have a lawful basis to do so, which includes where we have your explicit consent or we are required to process this information to comply with any legal obligations imposed upon us either acting in our capacity as an employment agency, employment business or otherwise. For example, as part of our obligation to ensure that you are suitable for a particular role or where the law requires that a DBS certificate is obtained. We may share any Criminal Record Data with a Client, where this is relevant to your suitability, and/or required by law. Further information can be found in our policy document.

Who we share personal data with:

We shall not share your personal information unless we are entitled to do so. The categories of persons with whom we may share your personal information include:

- Clients or other third-party organisations, as necessary for the provision of our Recruitment Services
- Individuals, including ours or Clients and other third parties' staff, as necessary for the provision of our Recruitment Services
- Any regulatory authority or statutory body pursuant to a request for information or any legal obligation which applies to us
- Legal and professional advisers
- Insurers
- Emergency services and health professionals in the event of an emergency, accident, injury or a risk to the health and safety of you or others.

We may also share data with parties who process data on our behalf, which may include:

- IT support
- storage service providers including cloud
- outsourced database and payroll/finance software providers – to support, maintain, develop and upgrade

- background screening providers; where we are required to or are requested to complete or assist with an application.
- secure online document transit and signing provider
- travel arrangements e.g. passport and visa details;

Automated decisions

We do not use any automated decision-making software.

We may use software to review the personal data of individuals recorded on our database, or who have applied for specific roles. The software may determine suitability for a specific role via targeted questions relating to the role, and/or may identify and select individual personal information according to the stored characteristics. For example, the software may enable us to quickly identify individuals from our database who have specific skills and exclude individuals whose characteristics do not match particular requirements of a job role. Where we use software to assist us with our assessment of your suitability for a particular job role and you consider that any such assessment has been made wrongly or incorrectly, you may ask for an explanation.

Section 2: Engaged or engaging with Aeropeople as an employee or representative of a Third Party

This section applies where you are either an individual working for a third party with whom we have dealings, for example, a client or a payroll company, or an individual with whom we have dealings in your personal capacity. Please note that where we provide Recruitment Services to you, Section 1 of this privacy notice applies.

We may collect your personal data in the course of our dealings and this may include the following:

- Your contact information, which may include your full name, job role, contact telephone number and email
- Your statements and opinions about candidates and/or other personnel e.g. a reference
- Information relating to our relationship with you or the party for whom you work including records of any meetings or discussions
- Your marketing preferences

We may obtain your personal data from the following sources (please note that this list is not exhaustive):

- You, including where you have provided us with your contact details or other information for the purposes of using our Recruitment or aircraft related services
- Staff or other representatives of the organisation you represent
- Candidates
- Marketing databases
- Social media
- The public domain
- Conversations, with you or others, on the telephone or video conferencing (which may be recorded) or in meetings
- Notes following a conversation, with you or others, or meetings you attend

- Third party referrals

How we will use your personal data:

We will process your personal data in the context of our dealings with the third party for whom you work and as part of our services. Processing may include:

- Collecting and storing your personal data, whether in manual or electronic files
- Using the data to communicate with you
- Sending information to third parties with whom we have or intend to enter into arrangements which are related to our Recruitment Services
- Actions necessary to further any obligation on us pursuant to a contract between ourselves and the third party you work for
- Collating market or sector specific information and providing the same to our clients
- Providing information to regulatory authorities or statutory bodies and our legal or other professional advisers including insurers
- Retaining records of our dealings with you and the organisation whom you represent
- Establishing quality, training and compliance with our obligations and best practice
- Communicating with third parties in the event of an emergency, accident or any issue relating to workplace safety
- Complying with our own legal obligations, for example reviewing, using and passing on information as required for the protection of health and safety of staff and visitors
- Recording how you engage with our Recruitment Services including through our website and IT and communication systems

Why we process your personal data:

Compliance with legal obligations (regulatory and statutory obligations)

We must comply with a number of statutory provisions when providing our Recruitment Services, which necessitate the processing of personal data. These include the *Conduct of Employment Agencies and Employment Businesses Regulations 2003*, which amongst other things requires us to assess suitability of candidates and obtain information from Clients.

We are also required to comply with statutory and regulatory obligations relating to business generally, for example tax, bribery and fraud/crime prevention legislation, health and safety and co-operating with regulatory authorities such as HMRC.

Our legitimate interests (carrying on the commercial activity of Recruitment Services):

In providing our services, we will carry out some processing of personal data which is necessary for the purpose of our legitimate interests, which include:

- Using your personal data:
 - to contact you regarding our Recruitment and or Aircraft related services (as appropriate)

- to assess suitability of Candidates and roles, for example, referencing or other feedback
- to collate market information or trends including providing analysis to potential or actual Clients
- as otherwise necessary to provide our Recruitment Services and/or to meet our obligations towards either the party whom you represent, or other Clients or suppliers
- to personalise your experience and our offering, whether via our website or otherwise
- to meet any obligations we have in respect of workplace safety and security, including the safety of others
- Retaining records of our dealings and transactions and where applicable, use such records for the purposes of:
 - establishing compliance with contractual obligations with Clients or suppliers
 - addressing any query or dispute that may arise including establishing, exercising or defending any legal claims
 - protecting our reputation
 - maintaining a backup of our system, solely for the purpose of being able to restore the system to a particular point in the event of a system failure or security breach
 - evaluating quality and compliance including compliance with this Privacy Notice
 - determining staff training and system requirements

For our commercial viability and to pursue these legitimate interests, we may continue to process your personal information for as long as we consider reasonably appropriate for these purposes.

If you wish to question the retention or processing of any of your data, please contact mydata@aeropeople.com.

Consent

We may process your personal data on the basis that you have consented to us doing so for a specific purpose, for example, if you have provided your contact details in order that we may use these to provide you with details of our services you may have consented to our processing of the data for that purpose. In other cases you may have provided your written or verbal consent to the use of your data for a specific reason, for example an employment reference.

You may withdraw your consent to our processing of your personal data for a particular purpose at any stage; to do so please email mydata@aeropeople.com. However, please note that we may continue to retain, or otherwise use your personal information thereafter where we have a legitimate interest or a legal or contractual obligation to do so. Our processing in that respect will be limited to what is necessary in furtherance of those interests or obligations. Withdrawal of consent will not have any effect on the lawfulness of any processing based on consent before its withdrawal.

In addition to the above reasons, we may also process personal data where otherwise required by law, including for the protection of health and safety of you and others or where we are required to do so to protect the vital interests of you or others.

What if we obtain your personal data from a third party?

Part of our business activity involves researching information for the purposes of finding and filling job roles. This may include obtaining personal data from sources including job boards, advertisements, LinkedIn or other social media, some information being publicly available but others being from sites or providers to which we subscribe. From time to time we may also receive personal data about you from hiring organisations, colleagues and former employers, or from persons for whom you have provided services or been otherwise engaged.

Relevant to all individuals (data subjects)

Sensitive Personal Data (SPD)

Sensitive personal data is information which is intensely personal to you and is usually irrelevant to our consideration of your suitability for a job role, training provision or client relationship. Examples of SPD include information which reveals your political, religious or philosophical beliefs, sexual orientation, race or ethnic origin, or information relating to your health.

Regardless of the basis for your dealings with us, we request that you do not provide us with any sensitive personal data unless necessary. However, to the extent that you do provide us with any sensitive personal data, such as data which you choose to share with us in conversation, we shall only use that data for the purposes of our relationship with you or for the provision of our Recruitment Services. This will be for one or more of the following reasons:

- You have explicitly consented to the processing
- For the purpose of our assessment of your suitability for job roles or working capacity
- Where processing is necessary for the purpose of obligations or rights under employment, social security or social protection law
- To maintain records of our dealings to address any later dispute, including but not limited to the establishment, exercise or defence of any legal claims

Who we share personal data with:

We shall not share your personal data unless we are entitled to do so. The categories of persons with whom we may share your personal information include:

- Candidates and other third parties necessary for the provision of our Recruitment Services
- Any regulatory authority or statutory body pursuant to a request for information or any legal obligation which applies to us
- Legal and professional advisers
- Insurers
- Our staff
- Emergency services and health professionals in the event of an emergency, accident, injury or a risk to the health and safety of you or others

We may also share data with parties who process data on our behalf, which may include

- outsourced payroll providers
- IT support
- storage service providers including cloud
- background screening providers

Section 3: This section applies to all Personal Data.

Transfer of data to other jurisdictions

In the course of the provision of our Recruitment Services we may transfer data to countries or international organisations outside of the UK or otherwise the EEA. This may, for example, be to Clients or Candidates, or third parties who provide support services to us. Where information is to be so transferred, it may be to a country in respect of which there is an adequacy decision from the EU Commission, or a UK supervisory authority. However, if this is not the case, it is our policy to take steps to identify risks and in so far as is reasonably practicable, ensure that appropriate safeguards are in place.

Details relating to specific countries or organisations are available on request from the Responsible Person.

If you do not wish to provide us with necessary data

There may be circumstances where we require you to provide data which is necessary in order for us to meet statutory or contractual obligations or perform our Recruitment Services. If you do not wish to provide us with information we request then please notify us. However, please be aware that as a result we may be unable to provide you or the party who you represent with a Recruitment Service, or otherwise continue to engage with you and in some cases may result in a breach of the contract we have with you or a third party you represent.

Group companies

Although this Privacy Notice applies to us your data may be accessible to, and shared with, other organisations within our group including any Associates for any of the purposes set out within this Privacy Notice, or where we have shared administration systems and staff.

Transfer

In the event of a sale, merger, liquidation, receivership or the transfer of all or part of our assets to a third party, we may need to transfer your information to a third party. Any transfer will be subject to the agreement of the third party to this Privacy Notice and any processing being only in accordance with this Privacy Notice.

Data Security and Confidentiality

It is our policy to ensure, in so far as is reasonably practicable, that our systems and records are secure and not accessible to unauthorised third parties in line with contemporary practice.

Cookies

A cookie is a small file of letters and numbers that is downloaded on to your computer when you visit a website, which enables the website to tailor its offerings to your preferences when you visit it. We use cookies insert.

Retaining your data

In most circumstances your data will not be retained for more than 6 years from the last point at which we provided any services or otherwise engaged with you contractually. It is our policy to only store your personal data for as long as is reasonably necessary for us to comply with our legal obligations and for our legitimate business interests.

However, we may retain data for longer than a 6-year period where we have a legal or contractual obligation to do so, or we form the view that there is otherwise a continued basis to do so, for example where your personal information identifies specialist skill sets which may remain in demand, or we are subject to a legal obligation which applies for a longer period. If, however you believe that we should delete your personal data at an earlier date, please inform us in writing of your reasons; please email mydata@aeropeople.com Please see Section 4 'Your Rights' below. For more information on retention of data please refer to our 'Data Retention Schedule' on our website; https://www.aeropeople.com/privacy_cookie/

Section4: Your rights as a data subject

We take the protection of your personal data very seriously and it is important that you know your rights within that context, which include rights to:

- Request a copy of the personal data that we hold
- Object to our processing of your data where that processing is based upon legitimate interest and there are no compelling grounds for the continued processing of that data
- Request that we restrict processing of your data in certain circumstances
- Request that data is erased where the continued use of that data cannot be justified
- Object to any decision, which significantly affects you, being taken solely by a computer or via another automated process
- Withdraw your consent to our processing of your personal data for a particular purpose at any stage. However, please note that we may continue to retain, or otherwise use your personal information thereafter where we have a legitimate interest or a legal or contractual obligation to do so. Our processing in that respect will be limited to what is necessary in furtherance of those interests or obligations
- Request that inaccurate or incomplete data is rectified
- Request that data provided directly by you and processed by automated means is transferred to you or another controller; this right only being applicable where our processing of your data is based either on your consent or in performance of a contract
- Make a complaint to the Information Commissioner's Office
- Request that direct marketing by us to you is stopped

Please note that should you exercise your right to request that we erase data or cease any processing activity, we may retain a record of this request and the action taken in order to both evidence our compliance, and to take steps to minimise the prospect of any data being processed in the future should it be received again from a third-party source.

If you have any questions concerning your rights or should you wish to exercise any of these rights please contact the Responsible Person.

Complaints

If you are dissatisfied about any aspect of the way in which your data is processed you may, in the first instance refer the matter to the Responsible Person.

This does not affect your right to make a complaint to the Information Commissioner's Office.

Web Applications and Social Media

Our social media engagement is analysed within the tools provided by LinkedIn and Facebook; the reports generated from this do not provide any identifiable information. Direct communications will not be shared with any other organisations. Please remember that social media providers allow you to set the privacy restrictions on who can view your content and interact with you via this platform We use a third-party provider, Hootsuite to organise our social media posts. If you send us a private or direct message via social media the message will be stored by Hootsuite for three months. For more information please visit <https://hootsuite.com/en-gb/legal/privacy#>

Aeropeople use a third party, Secured Signing for the provision of online document completion, signing and transfer. This provider uses high levels of security to protect your information and only retains the documents transferred for a period of 7 days. For more information please visit www.securedsigning.com/support/faqs.

Data Security and Confidentiality

It is our policy to ensure, in so far as is reasonably practicable, that our systems and records are secure and not accessible to unauthorised third parties in line with contemporary practice.

Changes to this Privacy Notice

This Privacy Notice is regularly reviewed and may be updated from time to time to reflect changes in our business, or legal or commercial practice. Where an update is relevant to our processing of your data, we shall notify you of the same.

Complaints

If you are dissatisfied about any aspect of the way in which your data is processed you may, in the first instance refer the matter to the Responsible Person.

This does not affect your right to make a complaint to the Information Commissioner's Office.

Aeropeople Privacy & Cookie Notice



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The details for each of these contacts are:

	Supervisory authority contact details	Data Privacy Manager contact details
Contact Name:	Information Commissioner's Office	Julie Welford-Biggs
Address line 1:	Wycliffe House	Aeropeople Limited
Address line 2:	Water Lane	Unit 6023, Stansted 600
Address line 3:	Wilmslow	Long Border Road
Address line 4:	Cheshire	Stansted Airport
Address line 5:	SK9 5AF	CB24 1RL
Email:	casework@ico.org.uk	mydata@aeropeople.com
Telephone:	0303 1231113	07796610105

Our Cookie Notice

This website uses cookies. By navigating around this site, you consent to cookies being stored on your machine.

Introduction

This page sets out and explains the policy of how Aeropeople uses cookies on our website. By using our websites (www.aeropeople.com and www.aeropeopleservices.com) you acknowledge your acceptance of the provisions in our cookie notice. We may amend our cookie notice at any time and all changes will be made on this page. The changes will take effect once they have been posted on the website. Therefore, you should review these terms on a regular basis. By continuing to use the website after the posting of such changes, you will be deemed to have accepted those changes.

Use of cookies

A cookie is a small text file which is placed onto your computer (or other electronic devices) when you access our website. We use cookies on this website to:

- Recognise you whenever you visit this website (this speeds up your access to the site)
- Carry out research and statistical analysis to help improve our content and to help us better understand our visitor and customer requirements and interests
- Make your online experience more efficient and enjoyable
- The information we obtain from our use of cookies will not usually contain your personal data. Although we may obtain information about your computer or other electronic device such as your IP address, your browser and /or other internet log information, this will not usually identify you personally. In certain circumstances, we may collect personal information about you, but only where you voluntarily provide it (e.g. by completing an online form)

In most cases, we will need your consent to use cookies on this website. The exception is where the cookie is essential for us to provide you with a service you have requested.

Description of cookies used on Aeropeople.com and Aeropeopleservices.com

The table below is designed to provide more information about the cookies we use and what they are:

Cookie name	Purpose of the cookie	Expiration Time
1P_JAR	Google uses this cookie, based on recent searches and interactions, to customise ads on Google websites	1 week
ANID	Google advertising cookie to show adverts relevant to the users recent browsing.	1 year
Consent	This is a consent cookie that Google requires users of its products to acquire consent - https://www.google.com/about/company/user-consent-policy.html	1 year

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DV	This is a Google Analytics cookie that collects information regarding the use of our website	2 years
NID	This is a cookie used by Google to remember the preferences you have set (for example language and safe search settings)	6 months
_ga	Used by Google Analytics – registers a unique ID that is used to generate statistical data on how the visitor uses the website.	2 years
_gat	Used by Google Analytics to throttle request rate	1 minute
_gid	Used by Google Analytics – registers a unique ID that is used to generate statistical data on how the visitor uses the website	1 day
cc_cookie_accept	Records whether the user has accepted the cookies on the website	1 year
viewed_cookie_policy	This cookie records that user has reviewed the cookie policy and does not repeat the cookie ribbon while active	1 year
_sonar	This cookie stores advert content used for Google AdSense and DoubleClick. Display adverts are used as a means of targeted marketing on Aeropeople websites. For more information on Google's privacy policy follow the link: https://www.google.com/policies/technologies/ads/	1 year
IDE	Used by Google DoubleClick to register and report the website user's actions after viewing or clicking one of the advertiser's ads with the purpose of measuring the efficacy of an ad and to present targeted ads to the use	1 year
ASP.Net_sessionID	This cookie tracks your session on our candidate login area. More information can be found here: https://msdn.microsoft.com/en-us/library/ms178194.aspx	Expires after user leaves the candidate portal

Preventing Cookies (Browser Settings)

You may refuse to accept cookies by activating the setting on your browser that allows you to block the setting of all or some cookies. However, if you decide to block cookies on your browser, you may be unable to access all or parts of the website. Unless you have adjusted your browser setting so that it will refuse cookies, our system will issue cookies as soon as you visit the website.

Google provide guidance on how to turn off their cookies in your browser.

You can turn off Google personalised advertising using the information on this link:

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Contacts

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