



RAG Talent Cookie Policy

Effective Date: 18 June 2025

Last Updated: 6 February 2026

RAG-Talent (“we”, “us”, “our”) uses cookies and similar tracking technologies on our website to ensure functionality, improve user experience, analyse performance, and deliver relevant content and advertising.

This Cookie Policy explains what cookies are, how we use them, the legal basis for processing, and how you can manage your preferences.

This policy is aligned with:

- The Protection of Personal Information Act, 4 of 2013 (POPIA) - South Africa
- The General Data Protection Regulation (GDPR) - European Union and United Kingdom

It should be read together with our Privacy Policy.

1. What Are Cookies?

Cookies are small text files stored on your device when visiting a website. They enable websites to recognise your device, remember preferences, enhance functionality, and analyse usage behaviour.

Cookies may collect personal information such as:

- IP address
- Device identifiers
- Browser type
- Browsing behaviour

Where personal information is processed, it is handled in accordance with applicable data protection legislation.

2. Legal Basis for Processing

We rely on the following lawful bases:

Consent

Analytics, functionality, and advertising cookies are deployed only once you provide consent via our cookie banner.



Legitimate Interest

Strictly necessary cookies are processed on the basis that they are essential for website operation and security.

You may withdraw consent at any time.

3. Types of Cookies We Use

3.1 Strictly Necessary Cookies

Essential for:

- Page navigation
- Security protocols
- Session authentication
- Form submissions

These cookies cannot be disabled.

3.2 Performance and Analytics Cookies

We use analytics tools to understand website usage and improve performance, including:

- Google Analytics 4
- Google Tag Manager
- Zoho Analytics

These tools collect aggregated behavioural data such as:

- Pages visited
- Session duration
- Traffic sources
- Device type

3.3 Functionality Cookies

Enable the website to remember preferences such as:

- Region
- Language
- Saved settings

3.4 Targeting and Advertising Cookies

Used to deliver relevant advertising and measure marketing performance.

We use advertising and tracking technologies including:

- Meta Ads tracking technologies
- Google Ads
- LinkedIn Ads
- TikTok Ads
- Meta Tag Manager

These cookies may support remarketing campaigns and audience profiling.

4. First Party and Third Party Cookies

First party cookies are set directly by RAG-Talent.

Third party cookies are set by integrated service providers supporting analytics, recruitment systems, marketing, and communications.

5. Third Party Providers

Cookies may be placed by the following providers for analytics, advertising, recruitment, and engagement purposes:

Provider	Purpose	Privacy Policy
Google Analytics	Website analytics	https://policies.google.com/privacy
Google Ads / DoubleClick	Advertising & remarketing	https://policies.google.com/privacy
Meta (Facebook & Instagram)	Advertising & tracking	https://www.facebook.com/privacy/policy
LinkedIn	Advertising & conversion tracking	https://www.linkedin.com/legal/privacy-policy
YouTube	Embedded video content	https://policies.google.com/privacy
Zoho Analytics	Behavioural analytics	https://www.zoho.com/privacy.html
Zoho Campaigns	Marketing automation	https://www.zoho.com/privacy.html
Zoho SalesIQ	Website engagement tracking	https://www.zoho.com/privacy.html

Zoho Recruit	Applicant tracking system	https://www.zoho.com/privacy.html
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6. Embedded Content and Communication Tools

Our website may include embedded or integrated services that place cookies, including:

- YouTube videos
- WhatsApp chat functionality
- Zoho SalesIQ live chat
- Zoho Campaigns marketing tools

These providers may independently collect usage data.

7. Cross Border Data Transfers

Due to the international nature of our recruitment services, technology infrastructure, and client base, personal information collected via cookies may be transferred to and processed in jurisdictions outside South Africa and the European Economic Area.

This includes, but is not limited to:

- The United States of America
- The United Kingdom
- Member States of the European Union
- Certain Middle Eastern countries where our clients, service providers, or technology partners operate

These transfers may occur through our use of global platforms such as analytics providers, advertising networks, applicant tracking systems, CRM platforms, and marketing automation tools.

Where such transfers occur, we implement appropriate safeguards to protect personal information, including:

- Standard Contractual Clauses
- Data Processing Agreements
- Transfers to jurisdictions with recognised or adequate data protection frameworks where applicable

These measures ensure that personal information remains protected in accordance with POPIA and GDPR requirements.

8. International Users and GDPR Applicability



RAG-Talent works with international employers and candidates, including those based in the European Union, United Kingdom, United States, and Middle East.

Accordingly, GDPR protections apply where required, including:

- Consent based cookie deployment
- Data subject rights
- Cross border data safeguards

9. Cookie Consent and Preference Management

We use a custom cookie consent banner that allows users to:

- Accept all cookies
- Reject non essential cookies
- Customise preferences by category

Non essential cookies are not activated until consent is provided.

Consent records are securely stored as proof of user choice and are retained for a period of 12 months, after which users will be prompted to renew their preferences.

Users may withdraw or amend consent at any time via the cookie settings link on our website.

10. Managing Cookies via Browser Settings

You may manage cookies directly through your browser settings, including:

- Google Chrome
- Mozilla Firefox
- Microsoft Edge
- Safari

Disabling cookies may impact website functionality.

11. Profiling and Advertising

Advertising cookies may be used to build a profile of your interests and browsing behaviour to deliver relevant marketing content across platforms.

No automated decisions are made that produce legal or similarly significant effects.

12. POPIA Data Subject Rights

You have the right to:

- Access personal information
- Request correction or deletion
- Object to processing
- Withdraw consent

Requests may be submitted using the contact details below.

13. Updates to This Policy

We may update this Cookie Policy periodically to reflect changes in:

- Legislation
- Technology
- Website functionality
- Marketing practices

The revised version will be published with an updated effective date.

14. Contact Us

RAG-Talent

Email: [info @ RAG-Talent.co.za](mailto:info@rag-talent.co.za)

Phone: (+27) 10 880 7583

Website: <https://rag-talent.co.za/>

You have the right to lodge a complaint with:

- The South African Information Regulator
- Your relevant EU or UK Data Protection Authority

15. Cookie Register

A detailed and current list of cookies used on this website, including category, provider, duration, and purpose, is maintained in our Cookie Register and updated periodically.

Cookie	Category	Provider	Duration	Purpose
LS_CSRF_TOKEN	Strictly Necessary	Zoho	Session	Prevents Cross-Site Request Forgery (CSRF) for secure forms.
rc::a & rc::c	Strictly Necessary	Google	Persistent/Session	reCAPTCHA: Protects your site from spam and malicious bot attacks.
zalb_*	Strictly Necessary	Zoho	Session	Load balancing: Ensures the website remains stable during your session.
cookie-agreed-version	Functional	RecruitMyMom	3 Months	Remembers which version of this policy you have accepted.

uesign	Functional	Zoho	1 Month	Enables the Live Chat functionality for site visitors.
recruitmymom-_zldp	Functional	Zoho	1 Year, 1 Month	SalesIQ: Identifies returning visitors to maintain chat continuity.
li_gc & lidc	Functional	LinkedIn	6 Months / 1 Day	Stores consent preferences and data center routing for LinkedIn features.
_ga	Analytics	Google	1 Year, 1 Month	GA4: Main cookie used to track site usage and visitor counts.
_gid	Analytics	Google	1 Day	GA4: Groups user behaviour for 24-hour reporting cycles.
utsdb	Analytics	Zoho	Session	SalesIQ: Internal analytics to track how visitors navigate the site.
_fbp	Advertisement	Meta	3 Months	Tracks visits to measure the effectiveness of Facebook/Instagram ads.
bcookie	Advertisement	LinkedIn	1 Year	Browser identifier used for LinkedIn ad conversion tracking.
ZCAMPAIGN_CSRF_TOKEN	Advertisement	Zoho	Session	Used in marketing automation to verify legitimate user interactions.