

Cookie Policy

How we use cookies and similar tracking technologies

Company: Thor Talent Pty Ltd

ABN: 86 696 561 305

ACN: 696 561 305

Effective Date: April 2026

Privacy Contact: privacy@thortalent.com

Website: www.thortalent.com

ABOUT THIS POLICY

Like most modern websites, thortalent.com uses cookies and similar technologies to work properly, understand how people use it, and where you've given consent show relevant advertising. This policy explains exactly what we use, why, and how to control it.

This Cookie Policy applies to Thor Talent Pty Ltd (ABN 86 696 561 305, ACN 696 561 305) and should be read alongside our Privacy Policy.

1. WHAT COOKIES ARE

Cookies are small text files saved to your device when you visit a website. They help sites remember who you are, what you've done, and what preferences you've set. They're used by virtually every website you visit.

We also use related technologies like web beacons (invisible pixels), local storage, and analytics tags which work in similar ways. When we say "cookies" in this policy, we mean all of these.

2. THE COOKIES WE USE

Strictly necessary cookies

These are essential for our website to work. They handle things like logging in securely, keeping your session active, and preventing cross site request forgery attacks. Because they're necessary, they don't require your consent you can't opt out without breaking the site.

- Examples: session tokens, authentication cookies, CSRF protection

These cookies are typically stored for the duration of your session or for a limited period necessary to perform their function.

Analytics & performance cookies

These tell us how people are using our website which pages get the most visits, where users drop off, how they arrived. All of this data is anonymised and aggregated. It helps us make ThorTalent better.

- Provider: Google Analytics
- What's collected: pages visited, session length, traffic source, approximate city
- Retention: up to 26 months

Functional cookies

These remember your preferences, so you don't have to set them every visit saved searches, your preferred location, whether you've dismissed a banner. Disabling them won't break the site, but it will make your experience less personalised.

These cookies may be stored for a limited period to remember your preferences for future visits.

Marketing & advertising cookies

These track your visits across our website (and sometimes other websites) so we can show you relevant job listings and ads, and measure whether our marketing is actually reaching the right people. They're only active if you've given us consent.

- Providers: Google Ads, Meta (Facebook) Pixel, LinkedIn Insight Tag
- What's collected: pages visited, clicks, inferred interests, approximate location
- Retention: 30–90 days depending on provider

Opting out of marketing cookies doesn't mean you'll see fewer ads it means the ads you see will be less relevant to you.

3. THIRDPARTY PROVIDERS

Some cookies on our site come from third-party providers we use. We do not have full control over how these third parties use cookies and recommend reviewing their policies directly we recommend reading their policies directly:

- Google Analytics & Ads policies.google.com/technologies/ads
- Meta (Facebook) Pixel www.facebook.com/privacy/policy
- LinkedIn Insight Tag www.linkedin.com/legal/privacypolicy

Some of these providers are based overseas. Data transferred internationally is handled under appropriate protections consistent with Australian privacy law.

4. YOUR COOKIE CHOICES

We rely on your consent as the legal basis for using non-essential cookies, including analytics, functional, and marketing cookies. These cookies will only be placed on your device where you have given consent via our cookie banner.

When you first visit our website, we'll show you a cookie consent banner. You can:

- Accept all cookies
- Reject everything except strictly necessary cookies
- Customise your preferences by category

You can change your mind at any time just click "Cookie Settings" in the footer. Your preferences are remembered for future visits.

Withdrawing your consent does not affect the lawfulness of any data collected prior to your withdrawal.

5. MANAGING COOKIES IN YOUR BROWSER

Your browser also gives you control over cookies independently of our banner. Most browsers let you view, delete or block cookies entirely. Here's how to do it in the most common ones:

- Google Chrome: <https://support.google.com/chrome/answer/95647>
- Mozilla Firefox: <https://support.mozilla.org/en-US/kb/clear-cookies-and-site-data-firefox>
- Safari (Mac/iOS): <https://support.apple.com/en-au/guide/safari/sfri11471/mac>
- Microsoft Edge: <https://support.microsoft.com/en-au/microsoft-edge/cookies-in-microsoft-edge>

Blocking cookies through your browser settings especially session and authentication cookies may prevent you from logging in or using key features of ThorTalent.

6. DO NOT TRACK

Some browsers send a "Do Not Track" signal to websites. Our website doesn't currently change its behaviour based on this signal. Use our cookie consent banner or browser settings to control your preferences.

7. DATA COLLECTED VIA COOKIES

Where cookies collect information that can identify you such as a persistent user ID or IP address we treat that data as personal information under our Privacy Policy. We do not sell it or share it for third-party marketing purposes beyond what you've consented to.

8. UPDATES TO THIS POLICY

We'll keep this policy updated as our cookie use and the law evolves. The current version is always at thortalent.com/cookie-policy.

9. QUESTIONS?

Reach out to our Privacy Officer at privacy@thortalent.com we're happy to explain anything.

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