

PALKKAUS.FI COOKIE POLICY

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When you use Palkkaus.fi's online services and give your consent, one or more cookies will be downloaded and installed in your browser.

"Palkkaus.fi" refers to Payroll Finland Ltd (business ID 2554393-3), the address of which is Kirkkokatu 1, 00170 Helsinki. Contact: aspa@palkkaus.fi

"Service" refers to the service package consisting of the Palkkaus.fi service of Payroll Finland Ltd, the website at the address <https://www.palkkaus.fi> and related websites (collectively, "the Website") and communications, for example by email or telephone.

"User" refers to an employer, representative of an employer, or an employee who uses the Service.

1 What is a cookie?

A cookie is a small text file that the internet browser you use may store on your computer, tablet or mobile phone. Cookies will not harm your files or your device. We may also use other similar technologies, such as web beacons. We will use the term "cookies" to refer to all such technologies.

There are two types of cookies: persistent cookies and session cookies. Persistent cookies remain on the user's device for the time specified in the cookie, after which the cookies are deleted from the browser. The cookies may be deleted automatically, or the user can choose to delete them manually. Session cookies, by contrast, are stored on the user's device only for the time they spend using our online services, and are deleted when the browser is closed.

Our online services may use cookies set by our online service (first-party cookies) or by a third party, such as an analytics services provider (third-party cookies).

2 Why do we use cookies?

We use cookies to improve the user experience of our online services, to monitor their use, and to continually develop them. Amongst other things, cookies allow us to remember the settings the user has chosen on our online services, so that they do not have to adjust the settings again on the next visit to our online services. This allows us to further improve the content and functionality of our online services and to fix any bugs that may occur.

We also use cookies to target marketing to specific target groups, and measure user interest in our services and websites. For example, if the data collected by cookies

allows us to determine that you are interested in a particular Palkkaus.fi service or product, we may display content that is relevant to you.

The data we collect with cookies includes the cookie ID, the IP address of the device, the browser and device type, and the country from which the user is visiting our site. With your separate consent, we may combine the data we collect through cookies with other personal data we collect, such as your name and email address. This data allows us to tailor our email communications and newsletters based on your interests and use of the site.

Cookies also allow us to assess how users respond to our email marketing and newsletters. In practice, this means that we may keep track of whether you have opened the emails we send you, and whether those have led you to visit our online services.

The processing of personal data in the Service is agreed separately when the service is introduced.

3 How long are cookies stored?

The retention period for cookies stored on your device may vary. Whereas session cookies are deleted when the browser is closed, the time when persistent cookies are due to expire is calculated from the last day you visited our website. When cookies expire, they are deleted automatically.

4 How can I block or delete cookies?

Most browsers accept cookies by default. However, you can block or delete cookies in the settings of your browser or device. When you visit our online service for the first time from a new browser or device, we will ask for your consent to install cookies.

You can choose how cookies are used in your browser. For example, you can set your browser to warn you when you visit websites that use cookies, or you can set it to block cookies altogether. However, if you completely block the use of cookies, you may not be able to use all the features of the website. Please also note that cookie settings need to be adjusted in each browser program and on each computer or device separately.

4.1 Cookies and data collected by third parties

In addition to the cookies that are part of our online services, we use third-party cookies. Third-party cookies belong to third parties, such as web analytics providers and marketing technology providers. Amongst other sources, we use cookies from

Google Analytics and Google Ads to target advertising and collect measurement and analytics data about our online services.

Third-party services are subject to their own cookie and privacy policies. Third parties may transfer data stored in cookies outside the European Union or European Economic Area using their web analytics and marketing technology tools. This means that your personal data may be stored or processed in a country in which the data protection legislation is not equivalent to that of the European Union. Data transferred outside the European Economic Area is protected by the European Commission's adequacy decisions or appropriate contractual arrangements.

In addition, we may use social media plug-ins in our online service. These plug-ins allow, amongst other things, the user to visit our social media pages, use the share buttons displayed the online service, or watch video content from our social media pages on our online service. These services are subject to the terms of use of the social media service provider in question.

We strive to ensure that third-party contractual clauses are always up to date with the latest legal practices related to the EU General Data Protection Regulation (GDPR).

5 More info in our Privacy Policy

Palkkaus.fi reserves the right to make changes to its cookie policy if, for example, it must be updated due to changes in legislation or other reasons. If we make material changes to our cookie policy, we will ask for your consent to use cookies again.

You can find more information about Palkkaus.fi's practices related to privacy in our privacy policy, which can be accessed by clicking the link on our website.