

# Cookie Notice

## HarmonyATS

Effective Date: 05.12.2025

This Cookie Notice explains how HarmonyHR LTD uses cookies and similar technologies on the HarmonyATS website and related online properties. It should be read together with the HarmonyATS Privacy Policy, which provides additional information about how personal data is handled.

## 1. Who We Are

This Cookie Notice applies to the website and related online properties for HarmonyATS, a cloud SaaS applicant tracking system operated by HarmonyHR LTD, incorporated and operating under the laws of Kyrgyz Republic, Register № 309328-3301-000, having its registered office at Imeni Baltagulova st., 27, Bishkek, Kyrgyz Republic.

If you have questions about this Cookie Notice or our use of cookies and similar technologies, you may contact us at [info@harmonyats.org](mailto:info@harmonyats.org).

## 2. What Cookies and Similar Technologies Are

Cookies are small text files placed on your browser or device when you visit a website. Similar technologies may include pixels, tags, scripts, software development kits, local storage objects, and other technologies that store or access information on a device or collect information about use of a website or online property.

Depending on the context and applicable law, information collected through cookies and similar technologies, including online identifiers, device identifiers, IP addresses, and usage data, may constitute personal data.

## 3. Why We Use Cookies and Similar Technologies

We use cookies and similar technologies for a range of business and operational purposes, which may include: keeping the website secure and functioning properly; enabling core site features; remembering preferences; understanding how visitors interact with our website and online content; measuring website performance; improving user experience; managing communications and marketing activities; and supporting our sales and lead-generation activities.

The specific technologies used on our website may change over time as our website, tools, and service providers evolve.

## 4. Categories of Cookies and Similar Technologies We May Use

We may use the following categories of cookies and similar technologies on the HarmonyATS website and related online properties:

Category	Typical Purpose
Strictly Necessary	To operate the website, enable core features, preserve security, manage sessions, remember essential settings, or support requests made by the user.

Functional	To remember preferences or enhance usability, such as language, interface settings, or other optional functionality.
Analytics	To understand how visitors use the website, measure traffic, improve content, and support business reporting.
Performance	To monitor website speed, reliability, diagnostics, and the technical performance of website pages and content.
Advertising / Targeting	To support marketing campaigns, measure campaign effectiveness, deliver more relevant content, or limit repeated display of the same promotional materials, where used.

Where required by law, non-essential categories will be activated only after the relevant consent has been obtained.

## 5. Lawful Basis and Consent

Where required by applicable law, we will request your consent before placing or activating non-essential cookies or similar technologies on your device. This generally applies to categories such as analytics, performance, and advertising or targeting technologies, unless a different legal basis is permitted by applicable law for a particular technology or deployment.

Strictly necessary technologies do not usually require consent where they are genuinely necessary to provide a service requested by the user, maintain the security or integrity of the website, or enable essential website functions.

Where consent is relied upon, you may withdraw or modify your consent at any time through the cookie preference tools made available on our website, subject to technical limitations and applicable law. Withdrawal of consent does not affect the lawfulness of processing carried out before that withdrawal.

## 6. How to Manage Your Cookie Preferences

You can manage your cookie choices through the cookie banner, consent management platform, or cookie settings tool made available on our website [insert link or description of cookie settings tool]. These tools are intended to allow you to accept, reject, or customize the use of non-essential cookies and similar technologies.

You may also control or delete cookies through your browser settings. Most browsers allow you to review stored cookies, block some or all cookies, or clear cookies from your device. Please note that blocking or disabling certain technologies may affect the availability, functionality, performance, or user experience of parts of the website.

If the website uses device-level or application-level controls for certain technologies, additional instructions may be provided in the relevant interface or help materials [insert details if applicable].

## 7. Third-Party Technologies

We may permit certain third parties to place or access cookies and similar technologies on our website or online properties where this supports website hosting, analytics, performance measurement, communications, embedded content, security, or marketing activities.

These third parties may collect information directly from your browser or device in accordance with their own privacy notices, cookie notices, and contractual arrangements with us. We do not control third-party technologies except as required by applicable law and our contractual arrangements.

Where specific third-party vendors are used, they should be identified in the cookie settings tool, a supplementary cookie table, or another appropriate disclosure mechanism [insert details / vendor list / CMP configuration as implemented].

## **8. Retention and Duration**

Cookies and similar technologies may remain on your device for different periods of time depending on whether they are session-based or persistent.

Session cookies are generally deleted when you close your browser. Persistent cookies remain on your device until they expire, are deleted by you, or are otherwise removed in accordance with your browser settings.

The duration of specific cookies and similar technologies will depend on the relevant technology and provider. Details should be provided through the cookie settings tool, a cookie table, or equivalent implementation materials where available [insert retention table or CMP disclosure as implemented].

## **9. Cross-Border Data Handling**

Information collected through cookies and similar technologies may be processed in countries other than the country in which you are located, including where our service providers or partners operate. Where applicable, cross-border handling of personal data collected through these technologies will be addressed in accordance with our Privacy Policy and any applicable transfer mechanism or safeguard [insert transfer mechanism details if required].

## **10. Relationship to the Privacy Policy**

This Cookie Notice should be read together with the HarmonyATS Privacy Policy, which explains more broadly how HarmonyHR LTD collects, uses, discloses, stores, and otherwise processes personal data, including information that may be collected through cookies and similar technologies.

## **11. Updates to This Cookie Notice**

We may update this Cookie Notice from time to time to reflect changes in law, regulation, guidance, technology, our website, our service providers, or our business practices. Where required by law, we will provide additional notice or seek renewed consent before changes take effect.

The “Effective Date” at the top of this Cookie Notice indicates when this version was last updated.

## **12. Contact Us**

If you have questions about this Cookie Notice, the use of cookies and similar technologies on the HarmonyATS website, or related privacy matters, please contact: [info@harmonyats.org](mailto:info@harmonyats.org).