EXCELLENCE FOR LIFE

Privacy Policy – Website & Cookies

This item was last modified on December 2025

European laws, including the General Data Protection Regulation ("GDPR") and Directive 2002/58/EC on privacy and electronic communications, create obligations for data controllers such as IRE to provide visitors to their sites and apps with information about:

a) How they will use and share their personal data,
b) The use of cookies, mobile advertising identifiers and other forms of local storage,
c) Who to contact if you have a question or complaint about Privacy and Data Protection.

IRE, as the controller of personal data, is committed to complying with the General Data Protection Regulation No. EU 2016/679 (hereinafter, the "GDPR") and all applicable EU data protection laws and regulations, collectively referred to as "Data Protection Laws".

This Privacy Notice describes the personal data that IRE (hereinafter "IRE", "we", "us", "our") collects through our website located at and how we use and store this information.

With this Privacy Notice, IRE aims to ensure that you understand what personal information is collected about you, how your personal information is used, and how it is kept secure.

A. GENERAL INFORMATION AND USE OF SOCIAL MEDIA

Access to the Site implies the User's full and unreserved acceptance of this Privacy Policy (hereinafter the "Notice") and the Information relating to cookies (see below). The User acknowledges having read the information below.

The notice is valid for all pages hosted on the Website. It does not apply to pages hosted by third parties to which we may refer and whose privacy notices may differ. IRE cannot therefore be held responsible for the data processed on these sites or by third parties. This notice also applies to any other websites that IRE may operate, including our company pages on LinkedIn, X (Twitter), Facebook, and YouTube

Please note that for the use of social media, IRE will be joint data controller with LinkedIn, X (Twitter), Facebook and YouTube only for the following activities: access to and processing of aggregated statistical data provided by LinkedIn, X (Twitter), Facebook and YouTube. For any other processing on the platform, the social media platform will be considered the sole data controller.

1. Why, how and for how long do we collect your personal data?

We will only process your personal data for specific purposes. We will not retain it for longer than is necessary to fulfill the purposes for which we collected it, including any legal requirements.

Depending on each case, the treatment will be as follows:

Purposes	Types of personal data	Legal basis	Retention period
To answer your questions	Name, email address, Please note that other Personal Data may be processed by IRE depending on your request and the information you provide to us.	This processing is based on our legitimate interest in responding to requests or questions that you have raised through the various existing contact channels. We understand that the processing of this data is also beneficial to you insofar as it allows us to adequately assist you and respond to the questions raised.	We will process your data for the time necessary to respond to your request and erase it after 2 years, unless a longer retention period is legally imposed on us.
For statistical purposes	Aggregated statistical data (e.g., company page on X/Twitter, LinkedIn, YouTube	We consider that we have a legitimate interest in understanding how our page is viewed (e.g. how often our page is viewed, from which country,...).	Statistical information is stored by X/Twitter, LinkedIn, YouTube and is therefore subject to their retention policy. We can export statistical reports, but we guarantee that it is only in anonymous form.
Use of cookies for the operation and management of our website	Cookies may store personal data in certain circumstances which may include: IP addresses, browser type, location, operating system...	Please see our "Cookie Information" section below for more information.	

2. Data Sharing

We do not sell or trade your personal data to third parties.

However, IRE has contracted with the following service providers to manage the website who may have access to your personal data:

- McArnolds for the management and maintenance of the Website,
- FastComet for hosting your data
- TalentFinder for job posting and recruitment activities
- Dastra for the management of your GDPR consents and interactions (request for exercise of rights)

Sharing your personal data as explained above may involve a transfer of personal data to a country outside the European Economic Area (EEA), so we are committed to complying with the transfer rules under applicable data protection laws and therefore ensure:

- Transfer your data to countries where the recipient of the data is located and which have been recognised as adequate by the European Commission; or
- Where a country has not received an adequacy decision from the European Commission, implement appropriate safeguards, such as EU Standard Contractual Clauses (SCCs).

You can contact our DPO dpo.ire@cranium.eu if you would like to have more details on the mechanism of support for data transfer.

3. How do we protect your information?

We treat your personal data confidentially and ensure a sufficient and adequate level of protection of your personal data.

Your personal data is hosted behind secure networks and is only accessible to a limited number of people who have special access rights to these systems and are required to keep the information confidential.

4. Your rights

According to the GDPR, you have the following rights:

- **Access.** You have the right to obtain confirmation as to whether or not personal data concerning you is being processed and, if so, information about the data processing and a copy of the data being processed.
- **Correction.** You have the right to demand the rectification of inaccurate data concerning you.
- **Right to be forgotten.** Obtain the deletion of your personal data in situations provided for by applicable data protection law.
- **Restrict processing**. You have the right to restrict the processing of data in certain specified circumstances.
- **Data portability.** You have the right to request the receipt or transfer of your personal data to another organisation, in a machine-readable form.
- **Object to processing.** You have the right to object, on grounds relating to your particular situation, to the processing of your data at any time.
- **Right to withdraw consent.** If you have given your explicit consent to the processing of your data (e.g. newsletter subscription), you can withdraw it at any time without justification.

Please note that not all of these rights are absolute and will be assessed on a case-by-case basis by our Data Protection Officer.

If you wish to exercise your rights, please let us know by contacting our DPO at dpo.ire@cranium.eu

You also have the right to lodge a complaint if you believe that your personal data is not being processed in accordance with the GDPR. If you are a resident of the EEA: You have the right to lodge a complaint with the data protection authority of the European Union Member State of your habitual residence, place of work or place of the alleged infringement.

Please find the contact details of all authorities in section 6 "Contacts".

5. Changes to this Privacy Policy

This notice is effective as of the date indicated at the top of this page. We may change this notice from time to time. Please refer to this Notice regularly.

B. COOKIE INFORMATION

1. What is a Cookie?

A cookie is a text file, normally consisting of letters and numbers, sent by a web server to a web browser and stored by the browser on the user's device (e.g. computer, phone, tablet). These cookies can be used to identify you or to collect information about you.

Cookies can be classified as follows, depending on their owner:

- First-party cookies : These are created, sent to your device and stored by the website you are visiting directly. They allow IRE to collect customer analytics data, remember language settings, and perform other useful functions that help provide a good user experience.
- Third-party cookies : These are created and placed by third parties other than the website you are visiting directly. They are not managed by IRE, but by the third party that processes the data obtained from the cookies.

Cookies can also be classified according to the purpose for which they were placed. The main categories are as follows:

- Strictly necessary cookies (also known as "technical cookies"): they allow you to browse a website, platform or application, and use the different options or services found there (e.g. controlling traffic, identifying data or a session, accessing restricted sections or content, etc.).
- Functional cookies: These help IRE to make the website usable by providing you with certain basic functionalities and remembering your preferences and choices for using the IRE website (e.g. language, region from which you access the service, etc.). Failure to accept cookies may result in slower website performance or mismatched recommendations.
- Statistical cookies : these allow IRE to better understand how you interact with the website (e.g. which pages are most visited) in order to optimize the functioning of the website.
- Marketing cookies : these allow IRE to track your behaviour on the website. The purpose is to display advertisements that are meaningful and attractive to you and therefore more useful to third-party publishers and advertisers, as well as to provide you with promotional and specific information on the website.

Cookies can also be divided into two categories depending on how long they are stored:

- Session cookies : these allow IRE to recognise and link your actions during a browsing session. When you go to the login page, these temporary cookies are created to determine whether or not your browser accepts cookies.
- Persistent cookies : These are placed on your device between sessions. They may be used to remember your preferences or actions on the IRE website.

2. What are cookies used for?

Cookies do not allow IRE to access your device or any information other than the data you choose to share with IRE.

In concrete terms, these cookies make it possible to improve the functioning of the IRE website and can be used for several purposes:

- Help you connect to a website and make your browsing more efficient;
- Analyze traffic to a website;
- Track your browsing behavior;
- Recognize your device;

NAMES OF COOKIES	STORAGE DURATION	TYPES	SERVICE PROVIDER	FUNCTIONALITY
VISITOR-INFO1-LIVE	6 months	Essesntial	YouTube	To provide and deliver or retarget advertisement(s), to store and track a visitor's identity, store and track interaction with visitors)
YSC	Session	Essesntial	YouTube	To store and track interactions
TipMix	Session	Essesntial	AZURE	The TipMix cookie is set by AZURE to determine which web server the users must be directed to
Consent-eu	6 months	Essesntial	DASTRA	Records the consent choice
x-ms-routing-name	Session	Essesntial	AZURE	AZURE sets this cookie for routing production traffic by specifying the production slot
Ire-institutnationaldesradioelements	Session	Essesntial	Talent finder	This cookie is a security check that verifies he integrity of the session data by comparing the MAC value stored in the secure cookie with a newly generated MAC value. If the MAC value do not match, it considers the session as compromised and takes appropriate actions to terminate the session and prevent unauthorized access.
ASP.NET.SessionId	Session	Essesntial	Microsoft	Issued by Microsoft's ASP.NET application, this cookie stores session data during a user's website visit.
_RequestverficationToken	Session	Essesntial	Talent finder	This cookie is commonly used in web applications and is related to security measures. It is used to validate user requests and prevent Cross-Site Request Forgery (CSRF) attacks
pg_cookieconsent_status	1 year		Talent finder	Record the user's choice regarding the use of cookies
_Secure-ENID	1 year and 1 month	Analytique	Google analytics	This cookie is used by Google to remember your preferences and other information
_ga	2 years	Analytique	Google analytics	Distinguishes unique users and measures the usage of the internet site
_ga_KV0PHN1MN4	1 year	Analytique	Google analytics	Used to store and count actual opened pages
_gid	24 hours	Analytique	Google analytics	Distinguishes unique users and measures the usage of the internet site
_gat_gtag_UA_61669023_9	24 hours	analytique	Google analytics	Used by the servers to analyse the request rate

3. How to manage Cookies?

You have the option to accept or decline cookies when you enter the IRE website and review the Cookie Notice. If you change your mind, you can also revert to your preferences at any time through the icon available on all pages of the site.

You can also manage your cookie preferences through your browser settings. However, in some cases, some functions of the Website may not work. To find out more about cookies, including seeing what cookies have been set and how to manage and delete them, visit www.allaboutcookies.org or https://www.aboutcookies.org/.

Learn how to manage cookies on these popular browsers:

- Google Chrome
- Mozilla Firefox
- Internet Explorer
- Safari

To find information about other browsers, visit the browser developer's website.

To opt out of being tracked by Google Analytics across all websites, go to http://tools.google.com/dlpage/gaoptout.

4. Who set the Cookies?

The information stored through cookies is only used by IRE, with the exception of those identified in section 3 as "third-party cookies", which are used and managed by external entities aimed at improving IRE's services and your experience when browsing the website.

IRE collaborates with the following third parties:

- Linkedin
- YouTube
- TalentFinder
- Dastra

Please note that IRE has no control over how the information contained in these cookies is used by these external parties and IRE does not have access to it. Please refer to the relevant party's cookie policies for more information.

C. CONTACTS

If you have any questions or comments about this Notice or our practices regarding your personal data, please contact us.

IRE, acting as **Data Controller**

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Phone: + 32 71 82 92 92

Data Protection Officer

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For EEA Data Protection Authorities

https://edpb.europa.eu/about-edpb/about-edpb/members_en