



Candidate **Cookie Notice**

PSP Investments' Careers Site

Prepared by the Access to Information and Privacy ("ATIP") Office

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1. Introduction

Public Sector Pension Investment Board is a Canadian federal Crown Corporation with offices in Montréal, Québec and Ottawa, Ontario, as well as international offices operated by our wholly-owned subsidiaries in London (UK), New York (USA) and Hong Kong (Special Administrative Region [SAR]) (collectively, “PSP Investments,” “us,” or “we”).

This Cookie Notice applies to those who visit our careers site available at “https://investpsp.wd3.myworkdayjobs.com/en-US/psp_careers” (“Careers Site”), hosted by Workday Inc. (collectively “you”, “your”).

2. What are cookies?

A cookie is a small file that is placed on your device when you visit a website or use an online service. Cookies are widely used by organizations to make their websites or services work and to improve their websites or services to function more efficiently.

3. What types of cookies do we use?

First-Party Cookies & Third-Party Cookies

The cookies that collect data used by PSP Investments are called “first-party cookies”. Cookies that would collect any data to be used by anyone other than PSP Investments are called “third-party cookies.” Please note that our Careers Site does not use third-party cookies.

Strictly Necessary Cookies & Optional Cookies

Depending on the nature of the cookies used, they can be “strictly necessary cookies” or “optional cookies”.

Strictly necessary cookies are mandatory, which means they are required for the Careers Site to function properly, and they cannot be switched off by the user via our Cookie Banner.

We also use optional cookies that enable us to monitor the usage of our Careers Site to improve its functionality and optimize user experience. These optional cookies are called “performance cookies” and will only be placed on your device if you allow them via our Cookie Banner. PSP Investments uses Google Analytics software to conduct website analytics. Google Analytics does not log or store your IP address. For more information, please refer to Google Analytics [Help](#). Data collected for analytics purposes may be sent to, and stored in, a location outside of the country where it was collected and may be subject to the governing legislation of those countries.

Session Cookies & Persistent Cookies

The strictly necessary and optional cookies that are used on our Careers Site may be either “session cookies” or “persistent cookies”, depending on how long they are retained on your device. Generally, cookies will only be kept for the duration required to achieve their purposes as outlined in this Cookie Notice.

Session cookies are temporary cookies that remain on your device until you close your web browser, at which time they are automatically deleted. Many session cookies are essential to the proper operation of our Careers Site because they allow you to navigate on our site and use our features.

Persistent cookies continue to stay on your device after you close your web browser unless you manually delete them. The duration of persistent cookies varies based on its purpose and your browser settings. You can see the duration of cookies used on our Careers Site in the table below.

You can find more information about the types of cookies we use and the purposes for which we use them in the table below:

Cookie type	Cookie name	Cookie description	Cookie duration
Strictly necessary first party cookie	PLAY_LANG, PLAY_SESSION, timezoneOffset, wd-browser-id	Session experience: User, device, and session ID cookies along with timestamp cookies for timing out sessions after inactivity. These cookies expire at the end of the session.	Session
Strictly necessary first party cookie	TS*	Security management: Helps prevent cyber attacks on the user's interactions with the enterprise cloud applications. Verifies that the domain and subdomain cookies sent between the web server and the client aren't altered.	Session
Strictly necessary first party cookie	CALYPSO_CSRF_TOKEN	Security management: Contains a CSRF token to prevent cross-site request forgery attacks, that is, to prevent a user from carrying out unintended operations on the career site.	Session
Strictly necessary first party cookie	__cf_bm	Security management: To identify and mitigate automated traffic to protect the platform from malicious bots.	Persistent – deleted after 30 minutes of inactivity
Strictly necessary first party cookie	Naming convention of WorkdayLB_*, WorkdayLB_UICLIENT, WorkdayLB_SAS	Load balancing: To forward requests for a single session to the same server for consistency of service.	Session
Strictly necessary first party cookie	_cfuvid	To apply rate-limiting rules to traffic from a particular source and prevent denial of service attacks.	Session
Strictly necessary first party cookie	_cflb	To ensure that requests for a single session are handled from the same server.	Session
Optional first party cookie	enablePrivacyTracking	Boolean tracker to capture user preference for optional cookies from the Careers Site Cookie Banner	Session
Optional first party performance cookie	Google Analytics: _ga_RW5ZLSEJBR	Analytics - to collect and report data on how visitors interact with our Careers Site.	Persistent – deleted within 400-730 days.

4. How can I manage cookies?

You can select your preferences via our Cookie Banner, which is presented each time you visit our Careers Site through a new browser session allowing you the option to adjust your preferences for optional cookies. As mentioned above, you cannot change your preferences for strictly necessary cookies using our Cookie Banner as these cookies ensure that our Careers Site functions properly. However, you can adjust your browser settings to block cookies. If you choose to block cookies using your browser settings, some sections or functionalities of our Careers Site may not work.

5. Contact us

If you have any questions about this Cookie Notice or the use of cookies on our Careers Site, please contact us as indicated in our [Candidate Privacy Notice](#).

6. Updates to this Notice

This Cookie Notice may be updated periodically to reflect changes to the cookies on our Careers Site and our use of such cookies. The effective date of our Cookie Notice is available on the cover page and we encourage you to refer to this Cookie Notice often for the latest information about our practices.