

1.1 Cookie Types

Tempered Talent uses:

- **Strictly necessary cookies** (authentication, security)
- **Functional cookies** (session continuity, preferences)
- **Analytics cookies** (platform performance and usage)

No marketing or cross-site advertising cookies are deployed without consent.

1.2 Consent

Where required, users are prompted to:

- Accept or reject non-essential cookies
- Withdraw consent at any time via settings

1.3 Analytics Use

Analytics data is aggregated and anonymised where possible and used to:

- Improve service functionality
- Monitor platform stability
- Enhance user experience