EJD Talent Solutions (PTY) LTD
Registration Number: 2025/587968/07
Registered Address: 1st Floor, Bel Air Shopping Centre, Bellairs Drive, North Riding, Johannesburg, 2169
Email: hello@ejdtalentsolutions.com
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Cookie Policy

EJD Talent Solutions (Pty) Ltd | Version 1.1 | Effective 25 October 2026 | Supersedes Version 1.0 (effective 8 October 2026)

This Cookie Policy explains how EJD Talent Solutions (Pty) Ltd ("EJD", "we", "our", or "us") uses cookies and similar technologies on www.ejdtalentsolutions.com, and how you can manage them. It should be read together with our Privacy Policy and our PAIA/POPIA Manual.

1. What Cookies Are

Cookies are small text files placed on your device when you visit a website. Similar technologies include local storage, pixels, tags, and scripts. They are widely used to make websites work, to remember preferences, to understand how a site is used, and to support marketing. Some cookies are set by the website itself (first-party cookies) and some by third-party services integrated into the site (third-party cookies).

2. Who Sets Cookies on Our Site

Our website is hosted on the Wix platform. Wix acts as the platform and host and sets first-party and third-party cookies to run, secure, and analyse the site. Where third-party tools are enabled (for example, analytics or embedded services), those providers may also set cookies. Details are set out below.

3. Categories of Cookies We Use

Category	Purpose	Type	Typical duration
Strictly necessary	Essential for the site to function: security, load balancing, session management, fraud prevention, and consent state. These cookies cannot be switched off in our systems.	First-party (Wix) and third-party	Session to 12 months (consent state)
Functional / preference	Remember choices you make (for example, language or region) and provide enhanced features such as embedded forms and chat.	First-party (Wix) and third-party	Session to 12 months

Category	Purpose	Type	Typical duration
Analytics and performance	Help us understand how visitors use the site (pages visited, time on page, traffic sources) so we can improve it. Includes Wix analytics and, if enabled, Google Analytics.	First-party (Wix) and third-party (Google Analytics, if enabled)	Session to 24 months
Marketing / advertising	If enabled, measure the effectiveness of campaigns and, where applicable, support remarketing. Only placed with your consent.	Third-party (Wix and integrated advertising services)	Session to 13 months

4. Third-Party Cookies from Embedded Services

Our site may embed third-party services that set their own cookies, including:

- Wix (platform, security, and analytics cookies);
- Google Analytics, if enabled (usage measurement);
- Embedded forms (form functionality and spam prevention);
- Chat widget, if enabled (operating the chat and remembering your session);
- Google Maps (loading map content);
- YouTube and social media embeds (playing embedded content and, where applicable, measuring engagement).

These third parties may process information (such as your IP address) under their own policies. We do not control third-party cookies; see each provider's policy for details.

5. Consent and Withdrawing Consent

Consent is obtained through our cookie consent mechanism before non-essential cookies are placed, and your choice is recorded. Strictly necessary cookies are placed without consent because the site cannot function without them. Functional, analytics, and marketing cookies are only placed after you have given consent. You can change or withdraw your consent at any time through the consent tool on the site or by clearing cookies in your browser, without affecting the lawfulness of processing already carried out.

6. Managing, Blocking, and Deleting Cookies

You can manage or delete cookies through your browser settings (typically under "Privacy" or "Security") and through your mobile device settings (typically under "Privacy" or "Safari/Chrome

settings"). Most browsers let you block all cookies, block only third-party cookies, or delete existing cookies. Note:

- If you block strictly necessary cookies, parts of the site may not work at all, for example secure pages, forms, or the consent tool itself;
- If you block functional cookies, your preferences (such as language) may not be remembered;
- Blocking analytics and marketing cookies will not affect core site functionality.

7. Retention of Cookie Data

Cookie lifetimes are set out in the table in clause 3. Information collected through cookies is retained only as long as necessary for the purpose it was collected for, after which it is deleted or anonymised. Where cookie-derived data forms part of a personal record, the retention periods in our PAIA/POPIA Manual apply.

8. Cross-Border Processing

Wix and Google may process information collected through cookies on servers located outside South Africa. Transfers are made on the grounds permitted by section 72 of POPIA (data subject consent and/or contractual necessity), under written operator terms requiring equivalent security safeguards.

9. Contact and Complaints

Questions about this Cookie Policy can be directed to our Information Officer:

Brandon Esterhuizen
Email: brandon@ejdtalentsolutions.com | Alternative email: legal@ejdtalentsolutions.com
Telephone: +27 (0)82 456 8555

If you are not satisfied with how we handle your personal information, you may lodge a complaint with the Information Regulator (South Africa):
Complaints: POPIAComplaints@inforegulator.org.za
General enquiries: enquiries@inforegulator.org.za | 010 023 5200
Website: www.inforegulator.org.za

10. Updates and Version Control

We may update this Cookie Policy from time to time. Changes will be posted on this page with an updated effective date. This version (Version 1.1) is effective from 25 October 2026 and supersedes Version 1.0, effective 8 October 2026.

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