



Cookie Policy

Xpand HR Limited

Last updated: 13/10/2026

This policy explains how Xpand HR Limited uses cookies on our website at xpandhr.co.uk, including our Chinese-language page, and on our training site at xpandhr.learnworlds.com. It should be read together with our Privacy Policy, which explains more generally how we use personal data.

What's a cookie?

- A "cookie" is a piece of information that is stored on your computer's hard drive if you agree to this and which records how you move your way around a website so that, when you revisit that website, it can present tailored options based on the information stored about your last visit. Cookies can also be used to analyse traffic and for advertising and marketing purposes.
- Cookies are used by nearly all websites and do not harm your system.

We are required to obtain your consent for all non-essential cookies used on our website. You can block cookies (including essential cookies) at any time by activating the setting on your browser that allows you to refuse the setting of all or some cookies. However, if you use your browser settings to block essential cookies you may not be able to access all or parts of our site.

How do we use cookies?

- We use cookies to track your use of our website. This enables us to understand how you use the site and track any patterns with regards to how you are using our website. This helps us to develop and improve our website as well as products and / or services in response to what you might need or want.
- Cookies are either:

- Session cookies: these are only stored on your computer during your web session and are automatically deleted when you close your browser - they usually store an anonymous session ID allowing you to browse a website without having to log in to each page but they do not collect any personal data from your computer; or

- Persistent cookies: a persistent cookie is stored as a file on your computer and it remains there when you close your web browser. The cookie can be read by the website that created it when you visit that website again. We use persistent cookies for some of the cookies listed in the tables below.

- Cookies can also be categorised as follows:

- Strictly necessary cookies: These cookies are essential to enable you to use the website effectively, such as when logging in to our training site. Without these cookies, the services available to you on our website cannot be provided. These cookies do not gather information about you that could be used for marketing or remembering where you have been on the internet.

- Performance cookies: These cookies enable us to monitor and improve the performance of our website. For example, they allow us to count visits, identify traffic sources and see which parts of the site are most popular.

- Functionality cookies: These cookies allow our website to remember choices you make and provide enhanced features. They may also be used to provide services you have requested such as viewing a video. The information these cookies



collect is usually anonymised.

- Targeting cookies: These cookies record your visit to our website, the pages you have visited and the links you have followed. We do not use targeting cookies on our website.

- First and third party cookies: First party cookies are cookies set by our website. Third party cookies are cookies on our website that are set by a website other than our website, such as a video or security provider.

We use third party cookies on our website and these are set out in the tables below. Our training site (xpandhr.learnworlds.com) runs on the LearnWorlds platform, which sets its own cookies. For general information about the cookies LearnWorlds uses on its own services, see its Cookie Policy at <https://www.learnworlds.com/cookie-policy/>.

You can find more information about the individual cookies we use and the purposes for which we use them in the tables below:

Main website (xpandhr.co.uk)

Cookie Title Cookie Name	Purpose
Bot protection cookie (Cloudflare) __cf_bm	Strictly necessary. This cookie is essential for our site to stay secure. It is set by Cloudflare and helps protect the site from automated bots. It expires after 1 hour.
Load balancing cookies (Amazon Web Services) AWSALB AWSALBCORS	Strictly necessary. These cookies are essential for our site to stay available. They are set by Amazon Web Services and spread visitors across servers. AWSALB - expires after 7 days AWSALBCORS - expires after 7 days
Contact form security cookies (Google reCAPTCHA) rc::a rc::c	Strictly necessary. These cookies are essential to protect our contact form from spam. They are set by Google reCAPTCHA and tell humans from bots. rc::a - does not expire rc::c - expires at the end of your session
Website analytics cookies (GoDaddy) _tccl_visitor _tccl_visit	Performance. These cookies enable us to collect aggregated, anonymised data about how our site performs. They are set by GoDaddy, our website platform, and are only set with your consent. _tccl_visitor - expires after 1 year _tccl_visit - expires after 1 hour
Site performance cookie (GoDaddy) dps_site_id	Performance. This cookie is used to optimise the speed and performance of our site. It is set by GoDaddy, our website platform. It expires at the end of your session.
Website platform session cookie _scc_session	Strictly necessary. This cookie is set by GoDaddy, our website platform, to keep your visit working as you move around our site. It expires after 20 minutes.



Cookie Title Cookie Name	Purpose
Website security badge cookies (McAfee TrustedSite) trustedsite_visit trustedsite_tm_float_seen	Functionality. These cookies are set by McAfee TrustedSite for the website security badge on our site and are only set with your consent. trustedsite_visit - counts visits for the badge and expires after 1 day trustedsite_tm_float_seen - records whether you have seen the badge on the page and expires after 5 minutes
Video cookie (Vimeo) vuid	Performance / functionality. We embedded a video from Vimeo on our site. This cookie sets a unique ID to collect viewing information when the video is on the page and is only set with your consent. It expires after about 13 months.

Training site (xpandhr.learnworlds.com)

Cookie Title Cookie Name	Purpose
Bot protection cookie (Cloudflare) __cf_bm	Strictly necessary. Set by Cloudflare through Vimeo and LottieFiles content on our training site to help protect against automated bots. It expires after 1 hour.
Training site analytics cookie (Mixpanel, through LearnWorlds) mp_#_perfalytics	Performance. This cookie stores an analytics ID and settings so that we and LearnWorlds can see how the training site is used. It is only set with your consent. It expires after about 1 year.
Video cookie (Vimeo) vuid	Performance / functionality. This cookie sets a unique ID to collect viewing information when a Vimeo video is on the page and is only set with your consent. It expires after about 13 months.
Video player cookies (Vimeo) PLAYER_PICOX_SAMPLING_SEED LOCAL_STORAGE_ID_VIMEO_PLAYER LOCAL_STORAGE_ID_PICOX_ID	Functionality. These are used by the Vimeo player to work and to remember player settings, and are only set with your consent. They do not expire automatically and stay until you clear your browser data.
Session cookie (LearnWorlds) slim_session	Strictly necessary. This cookie preserves your login information and session state on the training site. It expires after 2.5 days.
Visitor cookie (LearnWorlds) anonymous_token	Strictly necessary. This cookie identifies a visitor who has not logged in, so that the training site can work. It expires after 1 to 12 days.
Pop-up message cookie (LearnWorlds) popup_section_[number]_times	Functionality. This cookie records how many times a pop-up message has been shown to you, so that the same message is not repeated too often. It is only set with your consent. Expires after a period of up to 12 months.



You can alter your cookie preferences at any time by clearing the cookies for xpandhr.co.uk in your browser settings. The cookie banner will then appear again on your next visit and you can choose again. Please refresh your page to ensure that the new settings have taken effect.

On our training site, you can alter your cookie preferences through the cookie settings shown there.

You can also control your cookie settings through your web browser.

Except for essential cookies, all cookies will expire after the period shown in the tables above.

Some features of our website and training site use services run by other organisations: Google reCAPTCHA, Vimeo, McAfee TrustedSite, Mixpanel, Cloudflare, LottieFiles and Amazon Web Services. These providers can set their own cookies and handle information under their own privacy policies, which we do not control. Some of their processing may take place outside the UK; our Privacy Policy explains the safeguards we rely on for international transfers.

We may update this policy, for example if we start using a new type of cookie. The latest version will always be on this page with the date at the top. If we add new non-essential cookies, we will ask for your consent again.

If you have any questions about the cookies that we use, feel free to email us at hello@xpandhr.co.uk.