

# Cookie Statement

[www.e-search.nl](http://www.e-search.nl)

Effective date: 1<sup>st</sup> of March 2025 | Version 1.0

## 1. Introduction

---

e-search is the executive search brand of Monkhorst Management. We specialise in recruiting commercial and management talent for Dutch and European B2B organisations, in sectors including fleet management, mobility, medtech, cleanroom and industrial markets.

This Cookie Statement explains how we use cookies and similar technologies on our website [www.e-search.nl](http://www.e-search.nl) (the “Website”). It applies to every visitor of the Website, whether you are a client, a candidate, a former colleague, a competitor, or simply curious about executive search.

This statement should be read together with our Privacy Statement, which describes how we process personal data of candidates, clients and other contacts in the context of executive search assignments.

## 2. Who is responsible for your data

---

**Controller:** Monkhorst Management, trading as e-search executive search.

**Registered office:** Weerdestein 43, 1083 GB Amsterdam, The Netherlands.

**Chamber of Commerce (KvK Amsterdam):** 67182887.

**VAT number:** NL001381089B46.

**Website:** [www.e-search.nl](http://www.e-search.nl)

**Contact:** by email to [info@e-search.nl](mailto:info@e-search.nl) or via the contact form on the Website.

## 3. What are cookies

---

A cookie is a small text file that a website places on your device (computer, tablet, phone) when you visit it. Cookies allow the website to recognise your device on later visits and to store information about your session. We also use comparable techniques such as pixels, local storage and tracking scripts; in this statement we refer to all of them as “cookies”.

Cookies can be set by us (first-party cookies) or by third parties whose services we use, such as analytics or social media providers (third-party cookies).

## 4. Why we use cookies

---

As an executive search firm, our Website is primarily a professional shop window: it presents our sectors, our approach and our current search assignments to senior commercial talent and to client organisations. We use cookies to make that shop window work properly and to improve it. Specifically, we use cookies to:

- make the Website function technically and securely;
- remember your preferences, such as language or your cookie choice;
- understand, on an aggregated and anonymised basis, which pages and vacancies are most relevant to our audience;
- measure the effectiveness of our recruitment marketing, in particular on LinkedIn, where we are active as headhunters;
- offer functionality from third parties, such as embedded video or LinkedIn share buttons.

We do not use cookies to build a profile of you in order to approach you as a candidate. Sourcing of candidates takes place via professional channels (most notably LinkedIn Recruiter) and is governed by our Privacy Statement, not by cookies set on this Website.

## 5. Cookies we use

The table below describes the categories of cookies on www.e-search.nl. The exact list of cookies and providers may evolve over time; the cookie banner on the Website always shows the current list.

Category	Example cookie / provider	Purpose	Retention
Strictly necessary	Session cookie (e-search.nl), CSRF / consent token	Required to make the website work: load pages, remember your cookie choice, protect against abuse. No consent required.	Session / up to 12 months
Functional	Language / preference cookies	Remember choices you make (e.g. language, region) so you do not have to set them again on each visit.	Up to 12 months
Analytics	Google Analytics (_ga, _ga_*) — IP anonymised	Help us understand how visitors find and use www.e-search.nl, which pages (vacancies, sectors, contact) are viewed, and how we can improve content for clients and candidates. Aggregated reporting only.	Up to 14 months
Marketing / Social	LinkedIn Insight Tag, LinkedIn share / follow buttons	Measure the effectiveness of our LinkedIn campaigns aimed at executives and specialists, enable share / follow functionality, and allow LinkedIn to show relevant career and vacancy content. Only set after your consent.	Up to 24 months
Embedded content	YouTube / Vimeo (when video is embedded)	Play embedded videos (for example introduction videos to a search assignment). These providers may place their own cookies under their own privacy policies.	Varies per provider

## 6. Third-party cookies and international transfers

Some cookies are set by third parties that we engage to provide functionality, in particular:

- Google (Google Analytics) — web analytics, with IP anonymisation enabled.
- LinkedIn Corporation — recruitment marketing measurement, share and follow buttons.
- Video platforms (such as YouTube or Vimeo) — only when a video is embedded and played.

These providers are established outside the European Economic Area, in particular in the United States. When personal data is transferred to them, we rely on the European Commission’s Standard Contractual Clauses and on the EU–US Data Privacy Framework where applicable. Each of these providers processes data under its own privacy and cookie policies, which we encourage you to read.

## 7. Legal basis and your consent

---

Under the EU General Data Protection Regulation (GDPR) and the Dutch Telecommunications Act (Telecommunicatiewet), we may place:

- Strictly necessary and certain functional cookies without your prior consent, because they are technically required to deliver the Website you requested.
- Analytics, marketing and social media cookies only after you have given your consent through the cookie banner.

When you visit the Website for the first time, you will see a cookie banner. You can accept all cookies, refuse all non-essential cookies, or choose per category. Your choice is stored in a consent cookie so that we do not have to ask again on every visit. You can change or withdraw your consent at any time via the “Cookie settings” link in the footer of the Website.

## 8. How to manage or delete cookies

---

In addition to the cookie banner, you can manage cookies through your browser. Most browsers allow you to:

- see which cookies are stored and delete them;
- block all cookies, or only third-party cookies;
- set up a warning before a cookie is placed.

Useful links: [aboutcookies.org](http://aboutcookies.org), [allaboutcookies.org](http://allaboutcookies.org), and the help section of your specific browser (Chrome, Edge, Safari, Firefox). Please note that disabling cookies may affect the functionality of this Website and of many others.

## 9. Personal data, retention and your rights

---

Where cookies process personal data (such as IP address or device identifiers), this is described in more detail in our Privacy Statement. There you will also find information about how long we keep the data, with whom we share it and how you can exercise your rights, including:

- the right to access, rectify or erase your personal data;
- the right to restrict or object to processing;
- the right to data portability;
- the right to withdraw consent at any time;
- the right to lodge a complaint with the Dutch Data Protection Authority (Autoriteit Persoonsgegevens) or, after our relocation, with the competent French authority (CNIL).

## 10. Changes to this Cookie Statement

---

We may update this Cookie Statement from time to time, for example when we add new functionality, change providers, or when laws or guidelines change. The version date at the top of this document always reflects the latest update. Material changes will be announced on the Website itself.

## 11. Questions

---

If you have any questions about this Cookie Statement, about the cookies we use, or about your privacy in the context of our executive search activities, please contact us via the contact details on [www.e-search.nl](http://www.e-search.nl). We will respond promptly and personally — as you would expect from a boutique executive search firm.