ByteDance Careers Web Cookies Policy

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This Cookies Policy applies whenever you visit a website on the "joinbytedance.com" domain, unless expressly stated otherwise (collectively, the "Websites"and each a "Website"). Other than the Websites, this Cookies Policy does not apply to any of our services, applications, products and content, which are each subject to their own, separate, notices. Unless otherwise stated in this Cookies Policy, our [Privacy Policy](#) applies to the data we collect via cookies.

On the Websites, we use cookies and other tracking technologies such as software development kits (SDKs), pixels and local storage. These technologies allow us to store information or gain access to information stored on your device to enable certain features and distinguish you from other visitors. Tracking technologies are used by most website providers to let users navigate between pages efficiently, ensure web security, understand how their websites are used, remember user preferences and generally improve the user experience.

1. What technologies are used?

Cookies: Cookies are small text files that enable websites to uniquely identify your browser or device for various purposes, including those described above. Cookies normally work by assigning a unique identifiers to your device and are stored on your browser by the websites that you visit as well as third party service providers and partners to those websites.

Cookies can remain on your computer or mobile device for different periods of time. Some cookies are "session cookies", meaning that they exist only while your browser is open and are deleted automatically once you close your browser. Session cookies cannot be used to track your browser or device from website to website.

Other cookies are "persistent cookies", meaning that they survive after your browser is closed. Most persistent cookies are set to automatically expire after a defined duration (for example, a few days, weeks or months). When you return to that website (or visit other websites that use the same cookies) the website provider or its service providers can recognise the persistent cookies they have set and recognise your browsing device.

Local storage: Local storage files are created by apps and websites to store information locally on your device. They are very similar to cookies, but can have slightly different properties (for example, local storage can be used to store more information and can be stored in a different location on your device to cookies). Local storage is normally used to speed up app and site functionality and remember your preferences.

Session Storage. This technology is used by websites to temporarily store data on your device while you are actively using the Websites. Unlike persistent cookies or local storage, session storage data is only available during your current visit to the website.

Software Development Kits (SDKs): SDKs are pieces of code that enable data to be collected about your device, network and interaction with a website. Like cookies, they generally operate by assigning your device a unique number.

Pixels: Pixels are small 1 pixel x 1 pixel invisible image files that are embedded in certain website pages. They can be used to collect information about your visit to that website page.

When you open a website page with an embedded pixel, the page will automatically run simple code that downloads the 1x1 image file to your device. At the same time, the code also passes certain information about your device and your actions on the website. Your interest in the website can then be logged and used for analytics or advertising purposes.

The above technologies are collectively referred to as "Cookies" in this Cookies Policy.

2. Categories of Cookies used

Cookies enable us to provide, improve, secure and analyse our services. They also enable us, our advertisers and measurement partners, to measure the effectiveness of advertising campaigns. The types of Cookie used by us and our partners in connection with the provision of the Websites can be classified into the following categories.

Analytics and performance

Some third party Cookies are used to understand how you use the Websites, including which pages you view and how you interact with content. This information enables us to measure any errors that may occur on the Websites and resolve them quickly to provide you with a better experience. The information we obtain via these Cookies is

also used to test different design ideas, and report and evaluate user activity and patterns to have a better understanding of how the Websites are working.

We deploy Cookies from the following third parties for the following analytics and performance purposes:

- **Google Analytics** (https://policies.google.com/privacy)
  - o Purpose: Analyse Website usage, including the number of page views and unique visitors).
  - o Duration: 24 months

Advertising and marketing

We deploy Cookies from the following third parties for the following advertising and marketing purposes:

- **Facebook pixel (https://www.facebook.com/policy)**
  - o Purpose: measuring advertisement effectiveness including pages visited on our site and conversion actions taken. Target aggregated groups on Meta websites and apps.
  - o Duration: 12 months.

- **LinkedIn Insights Tag (https://www.linkedin.com/legal/privacy-policy)**
  - o Purpose: Measuring advertisement effectiveness. Target aggregated groups on LinkedIn.
  - o Duration: 12 months.

- **TikTok pixel (https://www.tiktok.com/legal/page/row/privacy-policy/en)**
  - o Purpose: measuring advertisement effectiveness including website visits and conversion actions taken.
  - o Duration: 13 months.

- **Google Ads pixel (https://policies.google.com/privacy)**

- o Purpose: measuring advertisement effectiveness including pages visited on our site and conversion actions taken.
- o Duration: 24 months.

3. How partners use cookies

Some of the partners that we work with, including third party websites, advertisers and measurement partners use Cookies on the Websites for some of the purposes set out above. These enable us to measure the performance of our campaigns on third party websites as well as our advertisers' campaigns on the websites.

4. How can you control cookies

Blocking and/or deleting cookies may mean that some of your Websites preferences will be lost. Blocking all cookies may also mean certain functionalities on the Websites will not operate properly. Please note that if you choose to refuse or delete cookies you may not be able to use the full functionalities of the Websites.

Website Cookie Settings Tool
You can manage your Cookie settings and accept or refuse certain Cookies on our website any time via our Cookie Settings tool which you can access here: Open cookies settings

Your Web Browser Settings
Most browsers will also allow you to choose the level of privacy settings you want. This lets you control your preferences for cookies and local storage settings so that you can:

- See what cookies or other locally stored data you have and delete them on an individual basis;
- Block third-party cookies;
- Block cookies from particular sites;
- Block all cookies from being set; or
- Delete all cookies/site data.

For more information on how to manage the most popular browsers, please see below:

- Google Chrome: https://support.google.com/chrome/answer/95647?hl=en

- Safari: https://support.apple.com/guide/safari/manage-cookies-and-website-data-sfri11471/mac
- Internet Explorer: https://support.microsoft.com/en-us/help/17442/windows-internet-explorer-delete-manage-cookies
- Edge: https://support.microsoft.com/en-gb/help/4027947/microsoft-edge-delete-cookies
- Firefox: https://support.mozilla.org/en-US/kb/cookies-information-websites-store-on-your-computer

5. Changes to this policy

We may occasionally update this Cookies Policy from time to time. We will notify you of any material changes to this policy by a notice provided through the Websites or by other means. The "Last Updated" date at the top of this Cookies Policy reflects the effective date of such policy changes.

6. More Information

For more information regarding our data collection and handling practices, including the data we collect via Cookies, please refer to our privacy policy.