



“COOKIE” NOTICE FOR COLUMBIA’S CORPORATE AND RECRUITING SITE

Last Updated: August 21, 2019

Columbia Sportswear Company, including all of its subsidiaries and/or affiliates globally (“Columbia,” “we” or “our”), uses cookies and other technology on our global corporate and career website, www.columbiasportswearcompany.com (the “Site”) which is hosted by our vendor, Smashfly Technologies, Inc. (“Website Host”). This cookie notice explains what cookies are, how they are used on the Site, and your choices regarding cookies.

What are Cookies?

Cookies are small text files sent to and stored on users’ computers that allow Sites to recognize repeat users, facilitate users’ access to Sites, and allow Sites to compile aggregate data that will allow content improvements. Cookies may also send data to third-parties to recognize you, make your next visit to the Site easier, and enhance the utility of the Site. Cookies can be “persistent” (last for a longer timeframe) or “session” cookies (only useful during your session on that specific site). The Site uses both session and persistent cookies.

What other technologies are used on the Site?

Cookies are not the only way to recognize or track visitors to a website. Web beacons are transparent graphic images, often just the size of a single pixel, that may be used on this Site to track activity on the site. The Site uses web beacons to deliver cookies, count visits, understand usage and campaign effectiveness. Their presence can usually be seen within a browser by using the tools and settings provided by your browser.

How does the Site use cookies and other technology?

When you use and access this Site, it may place a number of cookie files in your web browser. Certain parts of the Site requires cookies. You may choose not to consent to certain tracking or cookies, but by doing so, you may not be able to use certain features of the Site or take full advantage of all the Site’s offerings.

Strictly Necessary	These cookies are necessary for the website to function and cannot be switched off in our systems. They are usually only set in response to actions made by you which amount to a request for services, such as setting your privacy preferences, logging in or filling in forms. You can set your browser to block or alert you about these cookies, but some parts of the Site will not then work. These cookies do not store any personally identifiable information.
Performance	These cookies allow us to count visits and traffic sources so the Website Host can measure and improve the performance of the Site. They help Columbia and the Website Host to know which pages are the most and least popular and see how visitors move around the Site. All information these cookies collect is aggregated and therefore anonymous. If you do not allow these cookies we will not know when you have visited the Site, and will not be able to monitor its performance.
Functionality	These cookies enable the website to provide enhanced functionality and personalisation. They may be set by us or by third party providers whose services the Website Host has added to the Site. If you do not allow these cookies then some or all of these services may not function properly.
Targeting	These cookies may be set through the Site by our partners and social media sites. Social media plug ins are used to enable you to share pages and content that you find interesting on the Site through third party social networking and other websites.

Some of the third-party cookies on this Site are to enable the use of Google Analytics, a web analytics service provided by Google, Inc. (“Google”). Google Analytics uses cookies to help the website analyze how users use the site. The information generated by the cookie about your use of the website (including your IP address) will be transmitted to and stored by Google on servers in the United States. Google will use this information for the purpose of evaluating your use of the website, compiling reports on website activity, and providing other services relating to website activity and internet usage for Columbia and its affiliates. Google may also transfer this information to third parties where required to do so by law, or where such third parties process the information on Google’s behalf. Google will not associate your IP address with any other data held by Google. You may refuse the use of cookies by selecting the appropriate settings on your browser, however please note that if you do this you may not be able to use the full functionality of this website. By using this website, you consent to the processing of data about you by Google in the manner and for the purposes set out above.

If you do not consent to the use of cookies (other than those that are Strictly Necessary) on this Site you should click the “I Refuse” button on the cookie banner that appears when you visit the Site. If you have already accepted cookies from this Site and you do not want cookies to be accessible by this Site, you should adjust the settings on your browser program to deny or disable the use of cookies. Note that by doing so, you may not be able to use certain features of the Site or take full advantage of all of our offerings. You can find additional information on cookies and web beacons at <http://www.allaboutcookies.org/>.

The major browsers have attempted to implement the draft “Do Not Track” (“DNT”) standard of the World Wide Web Consortium (“W3C”) in their latest releases. As this standard has not been finalized, this Site is not compatible with DNT.

Revisions to this Cookie Notice

We reserve the right to revise this Cookie Policy at any time by posting a revised version of it online.

Columbia’s Applicant and Employee Privacy Notice

If you’d like more information about how Columbia uses and protects your data as a job applicant or employee, please visit our [Applicant and Employee Privacy Notice](#).

Columbia’s Other Privacy Notices

If you’d like more information about how Columbia collects, uses, protects and discloses consumer information, please refer to the privacy policies posted on each of our individual brand/region websites.