

FIND A JOB AT GEA – WORKDAY WEBSITE

IMPRINT

[Imprint](#)

DATA PROTECTION NOTICE

GEA values you who is interested in GEA and our products, technologies and services. When you interact with us, we will collect and process certain of your personal data. This Data Protection Notice explains how GEA uses the personal data provided by you and which rights and options you have in this respect.

It applies to personal data that you provide to GEA or which is derived from such data. Please note that where this notice explains applicable law and your rights, this applies only to personal data which is processed under the EU General Data Protection Regulation. Where the processing of your personal data is not subject to this regulation, different rules will apply under your applicable law.

The use of information that is gathered by cookies or other web tracking technologies is subject to our [Cookie Policy below](#).

WHO IS RESPONSIBLE FOR YOUR PERSONAL DATA?

Your personal data will be controlled by GEA Group Aktiengesellschaft or an affiliate of GEA Group Aktiengesellschaft which is identified as responsible controller for your personal data in the communication you receive from us (herein referred to as "us" or "GEA") to ensure security and integrity of your personal data. Please click [here](#) for a list of the GEA Group affiliates with contact details.

FOR WHICH PURPOSES WILL WE USE YOUR PERSONAL DATA?

We will process your personal data depending on the type of business relationship with you strictly only for the following purposes ("Permitted Purposes"):

- Providing the requested GEA website to you;
- Solving disputes, enforcing our contractual agreements and to establish, exercise or defend legal claims; or
- Ensuring compliance with legal obligations, e.g. to keep business records for tax purposes or to send notices and other disclosures as required by law.

The legal bases for processing of your personal data are set forth in Article 6 of the European General Data Protection Regulation. Depending on the above purposes for which we use your personal data, the processing is either necessary for the performance of a contract or other business agreement with GEA or for compliance with our legal obligations or for purposes of legitimate interests pursued by us, always provided that such interests are not overridden by your interests or fundamental rights and freedoms. In addition, the processing may be based on your consent where you have expressly given that to us.

SCOPE OF PERSONAL DATA

We may collect and process in particular the following categories of personal data:

- the identification number of your mobile phone and the IP address of your computer when using our website;
- If legally required for compliance purposes: information about relevant and significant litigation or other legal proceedings against you or a third party related to you and interaction with you which may be relevant for antitrust purposes; and

HOW DO WE COLLECT YOUR PERSONAL DATA?

We will typically collect your personal data directly from you. We do not obtain personal data from third parties unless specified herein (e.g. information from publicly available resources).

Where you have expressly given your consent, we may also obtain your personal data from third parties for marketing purposes. In such cases, you will be informed about this in accordance with applicable law.

HOW DO WE PROTECT YOUR PERSONAL DATA?

We maintain physical, electronic and procedural safeguards in accordance with the technical state of the art and legal data protection requirements to protect your personal data from unauthorized access or intrusion. These safeguards include implementing specific technologies and procedures designed to protect your privacy, such as secure servers, firewalls and SSL encryption. We will at all times strictly comply with applicable laws and regulations regarding the confidentiality and security of personal data.

WITH WHOM WILL WE SHARE YOUR PERSONAL DATA?

We may share your personal data as follows:

- With our affiliates within GEA Group worldwide if and to the extent required for the Permitted Purposes and legally permitted. In such cases, these entities will then use the Personal Data for the same purposes and under the same conditions as outlined in this Data Privacy Notice. Please click [here](#) for a list of the GEA Group affiliates with contact details.
- We may also instruct service providers (so called data processors) within or outside of GEA Group, domestically or abroad, e.g. shared service centers, to process personal data for the Permitted Purposes on our behalf and in accordance with our instructions only. GEA will retain control over and will remain fully responsible for your personal data and will use appropriate safeguards as required by applicable law to ensure the integrity and security of your personal data when engaging such service providers.
- With courts, law enforcement authorities, regulators or attorneys if legally permitted and necessary to comply with a legal obligation or for the establishment, exercise or defense of legal claims.
- Otherwise, we will only disclose your personal data when you direct or give us permission, when we are required by applicable law or regulations or judicial or official request to do so, or when we suspect fraudulent or criminal activities.

WHERE WILL YOUR PERSONAL DATA BE PROCESSED?

GEA is a globally active enterprise. In the course of our business activities, we may transfer your personal data also to recipients in countries outside of the European Economic Area (“third countries”), in which applicable laws do not offer the same level of data protection as the laws of your home country. When doing so we will comply with applicable data protection requirements and take appropriate safeguards to ensure the security and integrity of your personal data, in particular by entering into the EU Standard Contractual Clauses which are available [here](#). You may contact us anytime using the contact details below if you would like further information on such safeguards.

YOUR DATA PROTECTION RIGHTS

Subject to certain legal conditions, you may request access to, rectification, erasure or restriction of processing of your personal data. You may also object to processing or request data portability. In particular you have the right to request a copy of the personal data that we hold about you. If you make this request repeatedly, we may make an adequate charge for this. Please refer to Articles 15-22 of the EU General Data Protection Regulation for details on your data protection rights.

For any of the above requests, please send a description of your personal data concerned stating your name, customer number or other GEA identification number(if applicable) as proof of identity to the contact details below. We may require additional proof of identity to protect your personal data against unauthorized access. We will carefully consider your request and may discuss with you how it can best be fulfilled.

If you have given us your consent for the processing of your personal data you may withdraw the consent at any time with future effect, i.e. the withdrawal of the consent does not affect the lawfulness of processing based on

the consent before its withdrawal. In case consent is withdrawn, we may only further process the personal data where there is another legal ground for the processing.

If you have any concerns about how your personal data is handled by us or wish to raise a complaint, you can contact us at the contact details below to have the matter investigated. If you are not satisfied with our response or believe we are processing your personal data not in accordance with the law, you may complain to the competent data protection supervisory authority in your country. For example, if you are from the UK, you may contact the Information Commissioners Office via their website (<https://ico.org.uk>).

ARE YOU REQUIRED TO PROVIDE PERSONAL DATA?

As a general principle, you will provide us with your personal data entirely voluntary; there are generally no detrimental effects for you if you choose not to consent or to provide personal data. However, there are circumstances in which GEA cannot take action without certain of your personal data, for example because this personal data is required to process your orders, provide you with access to a web offering or newsletter or to carry out a legally required compliance screening. In these cases, it will unfortunately not be possible for GEA to provide you with what you request without the relevant personal data.

RETENTION OF YOUR PERSONAL DATA

Your personal data will be deleted when it is no longer reasonably required for the Permitted Purposes or you withdraw your consent (where applicable) and we are not legally required or otherwise permitted to continue storing such data. We will in, particular, retain your personal data where required for GEA to assert or defend against legal claims until the end of the relevant retention period or until the claims in question have been settled.

SOCIAL BOOKMARKS IN OUR ONLINE OFFERS

Our website contains so-called “social bookmarks” (from YouTube, LinkedIn, Facebook, and/or Twitter, for example). Social bookmarks are Internet bookmarks that allow users of such a service to collect links and news items. These bookmarks are integrated into our website merely as a link to the relevant services. Upon clicking on the integrated graphic, you will be redirected to the relevant provider’s page, meaning that user information will not be transferred to the relevant provider until then. For information on the handling of your personal data when using these websites, please refer to the respective data protection policy of the providers.

UPDATES TO THIS DATA PROTECTION NOTICE

This Data Privacy Notice was last updated in November 2024. We reserve the right to update and change this Data Protection Notice from time to time in order to reflect and changes to the way in which we use your personal data or changing legal requirements. In case of any such changes, we will publish the changed Data Protection Notice on our website.

HOW TO GET IN TOUCH WITH US?

For any questions and comments or in case you want to assert your rights, please click [here](#). You can also contact us by sending an email to:

Boris Schmidt-Rathmann
Data protection officer of GEA Group AG
GEA Group Aktiengesellschaft
Peter-Müller-Straße 12
40468 Düsseldorf
boris.schmidt-rathmann@gea.com

COOKIE POLICY

This policy explains what cookies are and why we use them. If you want further information about how we process and protect your data in general, please have a look at our above Privacy Policy.

WHAT ARE COOKIES AND WHAT DOES GEA USE THEM FOR?

GEA uses cookies and similar technology on its websites for a variety of reasons which we will describe in this policy. When this policy refers to “cookies”, it refers to both cookies and similar technologies which function in the same way as cookies. When this policy refers to “computers”, it refers to computers, smartphones and all other devices used for accessing the internet.

When you visit a website, it may retrieve or store information about your browser. This usually happens in the form of cookies. Cookies are small text files used by websites to make the user experience more efficient. They allow your browser to remember certain pieces of information which internet servers can later retrieve and use. When you visit a GEA website we may send a cookie to your computer.

By law, we may store cookies on your device if they are strictly necessary for the operation of this site. For all other cookie types, we need your consent.

Many cookies we use are designed to enhance your experience of using the internet. We may also use cookies to conduct research and analytics to improve our websites, services and products. This may include compiling statistical information on how often you use our websites, which pages you viewed and for how long.

For a further description of any cookie we use, please find all information in the **Cookie List** below.

We may update our Cookie Policy from time to time without further notice. Please review this Cookie Policy regularly to ensure you are informed of potential changes or updates.

CAN I PREVENT COOKIES FROM BEING SENT TO AND STORED ON MY COMPUTER?

As a default, most browsers are set to accept strictly necessary cookies. However, you can block all cookies by changing your browser settings. Your browser’s “Help” function will tell you how to do this. You may also be able to configure your browser settings to block certain types of cookies or to notify you each time a new cookie is about to be stored on your computer, so you can then accept or reject it. Again, your browser’s “Help” function will explain how to do this, should you have this function available to you. We do, however, point out that in this case you will maybe not be able to use all functions of this website.

COOKIE LIST

The following list describes all categories of cookies we set, as well as their duration, type and purpose.

Cookies set by us are called first-party cookies. We do not use third-party cookies – which are cookies from a domain different than the domain of the website you are visiting – for our advertising and marketing efforts.

All Cookies on this website are technically necessary for the functionality of the website as well as the services we offer and are therefore essential. In this context, we process the data on the basis of Art. 6 para. 1 lit. f) GDPR, as this is necessary to protect our legitimate interest in the functionality of our website.

Cookie subgroup	Cookies	Description	Cookies type	Cookie duration
Session experience	PLAY_LANG, PLAY_SESSION, timezoneOffset, wd-browser-id	Session experience– user, device, and session ID cookies along with timestamp cookies for timing out sessions after inactivity. These cookies expire at the end of the session.	First party	Session
Security Management	TS*	Security Management - Helps prevent cyber attacks on the user's interactions with the enterprise cloud applications. Verifies that the domain and subdomain cookies sent between the web server and the client aren't altered.	First party	Session

<p><i>Security Management</i></p>	<p><i>CALYPSO_CSRF_TOKEN</i></p>	<p><i>Security Management - Contains a CSRF token to prevent cross-site request forgery attacks, that is, to prevent a user from carrying out unintended operations on the career site</i></p>	<p><i>First party</i></p>	<p><i>Session</i></p>
<p><i>Security Management</i></p>	<p><i>__cf_bm</i></p>	<p><i>Security Management - To identify and mitigate automated traffic to protect the Platform from malicious bots.</i></p>	<p><i>First party</i></p>	<p><i>After 30 mins of inactivity</i></p>
<p><i>Load balancing</i></p>	<p><i>Naming convention of WorkdayLB_* WorkdayLB_UICLIENT, WorkdayLB_SAS</i></p>	<p><i>Load balancing - to forward requests for a single session to the same server for consistency of service.</i></p>	<p><i>First party</i></p>	<p><i>Session</i></p>