

## **Privacy policy**

Data protection is of particular importance to DEUTZ AG. DEUTZ is holding a festival for employees worldwide. This involves employees' personal data being processed. These personal data are always processed in accordance with the General Data Protection Regulation (GDPR) and in compliance with the country-specific data protection regulations applicable to DEUTZ AG. With this privacy policy, our company wishes to notify you about the type, scope and purpose of the personal data we collect, use and process. Additionally, this privacy policy informs data subjects about their rights.

As the controller responsible for data processing, DEUTZ AG has implemented numerous technical and organisational measures to guarantee as comprehensive protection as possible of the personal data processed via this website.

### **1. Definitions as per Article 4 GDPR**

Our privacy policy is intended to be easy to read and understand for the public as well as for our customers and business partners. To ensure this, we would first like to explain the terms used. Among others, we use the following terms in this privacy policy:

#### **a) Personal data**

'personal data' means any information relating to an identified or identifiable natural person (hereinafter the 'data subject'). An identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person.

#### **b) Processing**

'processing' means any operation or set of operations which is performed on personal data or on sets of personal data, whether or not by automated means, such as collection, recording, organisation, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure or destruction.

#### **c) Controller**

'controller' means the natural or legal person, public authority, agency or other body which, alone or jointly with others, determines the purposes and means of the processing of personal data. Where the purposes and means of such processing are determined by Union or Member State law, the controller or the specific criteria for its nomination may be provided for by Union or Member State law.

#### **d) Processor**

'processor' means a natural or legal person, public authority, agency or other body which processes personal data on behalf of the controller. The controller may arrange for the data to be transferred to one or more processors who also use the personal data exclusively for an internal purpose similar to that of the controller. We use POLIVOX Werbeagentur GmbH (Friesenplatz 16, 50672 Cologne) as a processor and have concluded a data processing agreement with them.

#### **e) Recipient**

'recipient' means a natural or legal person, public authority, agency or another body to which the personal data are disclosed, whether a third party or not. However, public authorities which may receive personal data in the framework of a particular inquiry in accordance with Union or Member State law shall not be regarded as recipients.

#### **f) Third party**

'third party' means a natural or legal person, public authority, agency or body other than the data subject, controller, processor and persons who, under the direct authority of the controller or processor, are authorised to process personal data.

#### **g) Consent**

'consent' of the data subject means any freely given, specific, informed and unambiguous indication of the data subject's wishes by which he or she, by a statement or by a clear affirmative action, signifies agreement to the processing of personal data relating to him or her.

#### **h) Profiling**

'profiling' means any form of automated processing of personal data consisting of the use of personal data to evaluate certain personal aspects relating to a natural person, in particular to analyse or predict aspects concerning that natural person's performance at work, economic situation, health, personal preferences, interests, reliability, behaviour, location or movements.

## **2. Processing of personal data**

### **a) Accessing the website**

DEUTZ AG records a series of general data and information each time the website is accessed by a data subject or an automated system. These general data and information are stored in the server's log files. The following may be recorded: (1) the browser types and versions used, (2) the operating system used by the accessing system, (3) the website from which an accessing system reaches our website ('referrers'), (4) the subpages on our website accessed via an accessing system, (5) the date and time of access to the website, (6) an Internet protocol address (IP address), (7) the Internet service provider of the accessing system and (8) other similar data and information used to avert dangers in the event of attacks on our information technology systems.

DEUTZ AG does not draw any conclusions about the data subject when using these general data and information. Rather, this information is required to (1) correctly deliver the contents of our website, (2) optimise the contents of our website and the advertising for it, (3) ensure the long-term functionality of our information technology systems and the technology of our website and (4) provide law enforcement authorities with the information necessary for criminal prosecution in the event of a cyberattack. DEUTZ AG therefore evaluates these anonymously collected data and information statistically and with the aim of increasing data protection and data security at our company in order to ultimately ensure an optimum level of protection of the personal data we process. The anonymous data of the server log files are stored separately from all the personal data provided by a data subject.

### **b) Registration**

Personal data are also processed following successful registration. Registration takes place via the online portal. During registration, data are requested.

## **Those concerned: employees**

The following data are **processed**:

- The employee's form of address, first name and surname, date of birth
- Street, postcode, town/city, country
- Business/private email address, staff number, supervisor, department
- Travel information, visa

## **3. Disclosure of personal data**

Your data will only be forwarded to the relevant internal positions and departments. Your personal data will not be disclosed to other companies affiliated with DEUTZ AG without your prior, explicit consent.

Among other things, we use tools from companies whose structure also includes companies outside the EU. These third countries do not always have a level of data protection appropriate to the GDPR. Arbitrary access by investigative authorities cannot therefore be completely ruled out, which can affect the rights and freedoms of the data subjects. However, DEUTZ AG has implemented numerous technical and organisational measures to guarantee as comprehensive protection as possible of the personal data processed.

Your personal data will not be used or disclosed to third parties for any other purpose.

## **4. Making contact via the website**

This website contains a contact form for electronic contact with our company and to enable direct communication with us. If a data subject contacts the controller, the personal data transmitted by the data subject are automatically stored. Such personal data transmitted on a voluntary basis by a data subject to the controller are stored for the purposes of processing or contacting the data subject. These personal data are not disclosed to third parties. Click here to access our contact form: <https://privacyrequest.deutz.com/de/>.

## **5. Legal basis for processing**

The legal basis for processing is Art. 6 (1) sentence 1 point (f) GDPR (legitimate interest).

## **6. Duration of personal data storage**

The controller shall process and store the personal data of the data subject only for the period necessary to achieve the purpose of their storage or insofar as this is provided for by the European legislator or other legislator in laws or regulations to which the controller is subject. If the storage purpose no longer applies or if a storage period prescribed by the European legislator or another competent legislator expires, the personal data shall be routinely erased in accordance with the statutory provisions.

## **7. Cookies**

DEUTZ AG uses cookies. Cookies are text files that are stored on a computer system via an Internet browser. Many cookies contain what is known as a cookie ID. A cookie ID is a cookie's unique

identifier. It consists of a character string that allows websites and servers to be assigned to the specific Internet browser in which the cookie was stored. This enables the websites and servers visited to distinguish the data subject's individual browser from other Internet browsers that contain other cookies. A specific Internet browser can be recognised and identified on the basis of the unique cookie ID. By using cookies, DEUTZ AG can provide users of this website with more user-friendly services that would not be possible without cookie placement. Cookies allow the information and services on our website to be optimised in the interests of the user. As mentioned above, cookies allow us to recognise the users of our website. The purpose of this recognition is to make it easier for users to use our website.

We only use technical cookies, otherwise known as session cookies. Technical cookies are required for operation of the website and its essential functions. Session cookies are temporary cookies that are deleted when the browser is closed.

## **8. Rights of the data subject**

### **a) Right to confirmation, Article 15 GDPR**

Every data subject shall have the right to obtain from the controller confirmation as to whether or not personal data concerning him or her are being processed.

### **b) Right of access, Article 15 GDPR**

Every data subject shall have the right to obtain from the controller at any time, free of charge, information about the personal data stored about him or her and a copy of this information. Further, the data subject shall have the right to know whether personal data have been transferred to a third country or to an international organisation. If so, the data subject shall additionally have the right to be informed of the appropriate safeguards in connection with the transfer.

### **c) Right to rectification, Article 16 GDPR**

Every data subject shall have the right to obtain from the controller without undue delay the rectification of inaccurate personal data concerning him or her. Further, taking into account the purposes of the processing, the data subject shall have the right to have incomplete personal data completed, including by means of providing a supplementary statement.

### **d) Right to erasure (right to be forgotten), Article 17 GDPR**

Every data subject shall have the right to obtain from the controller the erasure of personal data concerning him or her without undue delay.

Where DEUTZ AG has made the personal data public and is obliged pursuant to Article 17 (1) GDPR to erase the personal data as the controller, taking account of available technology and the cost of implementation, DEUTZ AG shall take reasonable steps, including technical measures, to inform other controllers which are processing the personal data that the data subject has requested the erasure by such controllers of any links to, or copy or replication of, those personal data insofar as their processing is not necessary.

### **e) Right to restriction of processing, Article 18 GDPR**

Every data subject shall have the right to obtain from the controller restriction of processing.

#### **f) Right to data portability, Article 20 GDPR**

Every data subject shall have the right to receive the personal data concerning him or her, which he or she has provided to a controller, in a structured, commonly used and machine-readable format. He or she shall also have the right to transmit those data to another controller without hindrance from the controller to which the personal data have been provided, where the processing is based on consent pursuant to Article 6 (1) point (a) GDPR or Article 9 (2) point (a) GDPR or on a contract pursuant to Article 6 (1) point (b) GDPR and the processing is carried out by automated means, insofar as processing is not necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller.

Further, in exercising his or her right to data portability pursuant to Article 20 (1) GDPR, the data subject shall have the right to have the personal data transmitted directly from one controller to another, where technically feasible and insofar as this does not adversely affect the rights and freedoms of others.

#### **g) Right to object, Article 21 GDPR**

Every data subject shall have the right to object, on grounds relating to his or her particular situation, at any time to processing of personal data concerning him or her which is based on Article 6 (1) point (e) or (f) of GDPR. This includes profiling based on those provisions.

In the event of an objection, DEUTZ AG shall no longer process the personal data unless we can demonstrate compelling legitimate grounds for the processing which override the interests, rights and freedoms of the data subject or for the establishment, exercise or defence of legal claims.

Where DEUTZ AG processes personal data for direct marketing purposes, the data subject shall have the right to object at any time to processing of personal data concerning him or her for such marketing. This includes profiling to the extent that it is related to such direct marketing. Where the data subject objects to DEUTZ AG processing his or her personal data for direct marketing purposes, DEUTZ AG shall no longer process the personal data for such purposes.

Further, where personal data are processed for scientific or historical research purposes or statistical purposes pursuant to Article 89 (1) GDPR, the data subject, on grounds relating to his or her particular situation, shall have the right to object to DEUTZ AG processing personal data concerning him or her, unless the processing is necessary for the performance of a task carried out for reasons of public interest.

#### **h) Automated individual decision-making, including profiling**

Every data subject shall have the right not to be subject to a decision based solely on automated processing, including profiling, which produces legal effects concerning him or her or similarly significantly affects him or her insofar as the decision (1) is not necessary for entering into, or performance of, a contract between the data subject and a data controller, or (2) is authorised by Union or Member State law to which the controller is subject and which also lays down suitable measures to safeguard the data subject's rights and freedoms and legitimate interests or (3) is based on the data subject's explicit consent. If the decision (1) is necessary for entering into, or performance of, a contract between the data subject and a data controller or (2) is based on the data subject's explicit consent, DEUTZ AG shall implement suitable measures to safeguard the data subject's rights and freedoms and legitimate interests, at least the right to obtain human intervention on the part of the controller, to express his or her point of view and to contest the decision. As a responsible company, we do not use automated decision-making or profiling.

### **i) Right to withdraw privacy policy consent, Article 7 (3) GDPR**

Every data subject shall have the right to withdraw his or her consent to the processing of personal data at any time.

### **j) Right to lodge a complaint with the competent supervisory authority, Article 77 GDPR**

Every data subject shall have the right to lodge a complaint with the competent supervisory authority in the event of GDPR violations.

### **k) Exercising of data subject rights**

If a data subject wishes to exercise his or her rights as set out above, he or she may contact us at any time. The contact details are provided below.

## **9. Controller's contact details**

The controller within the meaning of the GDPR is:

DEUTZ AG  
Ottostraße 1  
51149 Cologne  
Germany  
Tel.: +49 (0)221 822 0  
Email: info@deutz.com  
Website: www.deutz.com

## **11. Data protection officer's contact details**

Via contact form:

<https://privacyrequest.deutz.com/de/>

By post:  
DEUTZ AG  
Data protection officer  
Ottostraße 1  
51149 Cologne  
Germany

## **12. Adaptation of the privacy policy**

We reserve the right to update and adapt this privacy policy from time to time. We therefore recommend that you regularly check for updates and adaptations.

Correct as at: 3 July 2024