

# PRIVACY POLICY

Geia Food

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## 1. Introduction

At GEIA FOOD ("GEIA", "we", "us" or "our") confidentiality and data protection is a high priority. This privacy policy applies for our processing of your personal data when you visit our website "[www.geiafood.com](http://www.geiafood.com)", engage with us via our LinkedIn page, are applying for a job or otherwise interact with us as a business partner (e.g. customers, suppliers or other business partners).

This policy sets out the guidelines for GEIA's processing of your personal data and provides you with the information you have the right to receive according to applicable data protection law. You must read the privacy policy before submitting your personal data to GEIA.

This website is operated by GEIA FOOD A/S, which is the data controller for the processing of your personal data described in this privacy policy:

GEIA FOOD A/S

Address: Fuglevænget 9, 9000 Aalborg

Company registration no.: 14983007

Email: [info@geiafood.com](mailto:info@geiafood.com)

Telephone: +45 96 34 04 14

## 2. If you are a GEIA business partner, including supplier and customer

### 2.1 Processing of personal data about our business relations

GEIA may collect, process and store personal data about you in the following instances:

- When your company or the company you are employed with enters into an agreement with GEIA, including purchasing services offered by GEIA
- When you collaborate and communicate with GEIA

### 2.2 Types of personal data

GEIA may collect, process, and store the following personal data:

- Contact information (name, address, email, and telephone number)
- Information about the company you are working for
- Communication with you (content of inquiries)

### 2.3 Purpose of the processing

Your personal data may be processed for the following purposes:

- To enter into a contract with you
- To administer complaints and returns
- Generally, to plan, perform and manage the business relationship
- Customer service and general communication
- Compliance with requirements according to applicable law
- For the establishment, exercise, or defense of legal claims
- Service messages
- To enforce the terms and conditions of GEIA

## **2.4 Legal basis**

GEIA will mainly process your personal data based on the following legal bases:

- The processing of your personal data will in some cases be necessary for the performance of a contract (Article 6(1)(b) of the GDPR)
- Legitimate interest in being able to establish, exercise or defend legal claims (Article 6(1)(f) and Article 9(2)(f) of the GDPR)
- GEIA's legitimate interest in managing and maintaining business relationships, communicating with business partners and ensuring efficient operations (Article 6(1)(f) of the GDPR)

## **2.5 Retention period**

Your personal data will be deleted when it is no longer needed for one or more of the purposes mentioned above.

Subject to other requirements under local law, the following retention periods apply:

- Personal data included in accounting records is kept for 5 years from the end of the financial year to which the records relate
- Personal data collected in connection with business support or other activities will be stored as long as such data is relevant for the handling and monitoring of the issue in question

However, the data may be processed and stored for a longer period in anonymized form.

## **3 If you visit our website**

### **3.1 Processing of personal data about visitors on our website**

GEIA may collect, process and store personal data about you in the following instances:

- When you visit and browse our websites
- When you communicate with GEIA

### **3.2 Types of personal data**

GEIA may collect, process, and store the following personal data about you:

- Name, email address, telephone number and similar identification data
- Company name and company address
- Branch/business area
- Content of inquiries
- IP address and browser settings
- Information about your usage of our websites

### **3.3 Cookies**

We only collect strictly necessary cookies to help us make our website navigable by activating basic functions such as page navigation and access to secure website areas. Without these cookies, the website would not be able to work properly. Please refer to our cookie information for information about the expiry of cookies placed on your device.

### **3.4 Purpose of the processing**

Your personal data may be processed for the following purposes:

- Completion of requests received from you
- General communication
- A functional and secure website

### **3.5 Legal basis**

GEIA will mainly process your personal data based on the following legal basis:

- Legitimate interests: The processing of your personal data will be based on our legitimate interest in maintaining a functional and secure website (Article 6(1)(f) of the GDPR).
- Necessary for the performance of a contract (Article 6(1)(b) GDPR) or based on GEIA's legitimate interest in responding to such inquiries (Article 6(1)(f) GDPR).

### **3.6 Retention period**

Your personal data will be deleted when it is no longer needed for one or more of the purposes mentioned above. Please refer to our cookie information for information about the expiry of cookies placed on your device.

The personal data may, however, be processed and stored for a longer period of time if anonymized.

## **4 If you visit our LinkedIn page**

GEIA and LinkedIn are joint data controllers in the processing of your personal data. GEIA complies with the guidelines of the European supervisory authorities concerning joint controllership and GEIA attempts to ensure that you receive information on the processing of your personal data when you visit our LinkedIn page.

This section applies to GEIA's processing of personal data which you leave behind and/or provide when you visit GEIA's LinkedIn page. This section is a supplement to the general privacy policy issued by LinkedIn.

### **4.1 Use of personal data**

Your personal data may be processed for the following purposes:

- Recruitment
- Performance of research activities and statistics

LinkedIn collects statistical data on the visitors' behavior for their own purposes through cookies and pixels on your device when you visit the sites. Each cookie contains a unique identification code which remains active for a certain period, unless it is deleted prior to expiry of such period.

You can read more about LinkedIn's processing of personal data by visiting their privacy policy ([link](#)) and cookie policies ([link](#)).

### **4.2 Legal basis for processing your personal data**

GEIA will mainly process your personal data based on the following legal basis:

- Legitimate interests: We process your personal data pursuant to our legitimate interest in finding suitable job candidates (Article 6(1)(f) of the GDPR).

### **4.3 Sharing of your personal data**

GEIA will at no point disclose your personal data collected via LinkedIn to third parties.

LinkedIn may share your personal data internally among its subsidiaries and externally among its partners using analytical services, advertisers, other individuals, surveying partners and researchers and academics. Such transfers may include transfers to countries outside EU. For more information, please refer to LinkedIn's terms and conditions and privacy policy linked above.

#### **4.4 Rights towards the social media**

LinkedIn's general set-up dictates that you must contact LinkedIn if you wish to exercise your rights. This is owing to the fact that only LinkedIn is, in purely functional terms, capable of taking the steps necessary to comply with most of your requests. If, however, you are of the opinion that GEIA is capable of complying with your request, please do not hesitate to contact us.

Click here ([link](#)) to change your settings or here ([link](#)) to exercise your rights.

### **5 If you are applying for a job at GEIA**

#### **5.1 Processing of personal data about job applicants**

In order to evaluate your application, we will process the personal data, which you have disclosed in your job application and CV as well as any attachments and store it in our database. We will also evaluate your performance and competencies during potential interviews as well as support statistical purposes on an anonymous basis. The legal basis for our processing of your personal data is your application for execution of an employment contract with GEIA, cf. Article 6(1)(b) of the General Data Protection Regulation ("GDPR") and our legitimate interest in processing the information you have given us, cf. Article 6(1)(f) of the GDPR.

Further, we might search the internet for relevant and available information, including content from social media. We will typically search for information regarding your previous jobs, activities, competencies, performance, as well as your general appearance.

If the job position requires you to complete personality tests or similar you will be informed hereof when we have processed your application. The results of such tests will be treated confidentially but will be included in our evaluation of your application. Our legal basis for such processing of personal data is Article 6(1)(b) and (f) of the GDPR.

We may also request that you provide us with a copy of your criminal record depending on the position for which you are applying. Such information will also be treated confidentially. In such case we will ask for your consent, whereas our legal basis for such processing of personal data is Section 8(3) of the Danish Data Protection Act (Databeskyttelsesloven).

As part of our evaluation of you and your application, we may wish to take references from your previous and/or current employers. We will only take up references from persons you have explicitly stated in your job application. Our legal basis for such processing is Article 6(1)(f) of the GDPR or if you have consented hereto in accordance with Article 6(1)(a) of the GDPR.

We recommend that you do not disclose sensitive personal data, such as information revealing racial or ethnic origin, religion, trade union membership, sexual orientation, health, etc. in your application. In the unlikely event that a certain health condition is required for the ability to perform the duties related to the position in question, we might – after a concrete assessment – request health information from you. In such case we will ask for your consent, whereas our legal basis for such processing of personal data is Article 6(1)(a) and Article 9(2)(a) of the GDPR.

## **5.2 Retention period**

If you are offered a position with GEIA, your application and additional relevant personal data obtained during the recruitment procedure will be stored in your employee file.

If you are not offered a position, we will store your application and any additional personal data obtained during the recruitment procedure for a period of 6 months following our rejection, unless you have provided your consent to the storage hereof for a longer period.

Any consent that you may have provided during the recruitment procedure may be withdrawn at any time. The withdrawal of your consent will affect the future processing of your personal data but will not affect the lawfulness of processing based on consent before its withdrawal. If you wish to withdraw a consent, you may contact us as stated below.

## **6 General information applicable for all individuals covered by this privacy policy**

### **6.1 Disclosure to other data controllers and transfer to data processors**

To fulfil the above purposes, we may provide access to your personal data to third parties who, on the basis of a contractual relationship with GEIA, provide relevant services, e.g. IT-providers and affiliated companies. Such service providers will only process personal data in accordance with our instructions pursuant to the data processor agreements entered into.

In connection with GEIA's development, the company structure may change, e.g., through a full or partial sale of GEIA. In the case of a partial handover of assets containing personal data, the legal basis for the related disclosure of personal data is, as a general rule, Article 6(1)(f) of the GDPR, as GEIA has a legitimate interest in handing over part of its assets as well as making commercial changes.

Apart from above, it is a general rule that your personal data is not disclosed to a third party without your permission. However, under certain circumstances and in accordance with applicable law, we may need to disclose your personal data to:

- Police
- Lawyers

- Auditors
- Courts
- Public authorities
- Utility companies
- Prospective buyers

In certain cases, your personal data may be transferred to countries outside the EU/EEA, for example in connection with the use of IT systems or social media platforms. In such cases, GEIA ensures that appropriate safeguards are in place in accordance with applicable data protection law, including the European Commission's Standard Contractual Clauses.

## **6.2 Security**

We protect the confidentiality, integrity and accessibility of your personal data. Hence, we have implemented security measures to ensure that our internal procedures meet the established security standards and applicable legal requirements.

We have internal rules on information security that contain instructions and measures to protect your personal data from being destroyed, lost or altered, against unauthorized disclosure, and unauthorized access to them or knowledge of them.

## **6.3 Your rights**

- You have the right to access the personal data we process about you
- You have the right to object to our collection and further processing of your personal data
- You have the right to have your personal data rectified and deleted, with certain statutory exceptions
- You have the right to request us to restrict the processing of your personal data
- Under certain circumstances you may also request to receive a copy of your personal data as well as the transmission of your personal data which you have provided us with to another data controller (data portability)
- You may, at all times, withdraw any consent you may have given. We will then delete your personal data, unless we can continue the processing on another basis.

## **6.4 Questions or complaints**

If you have any questions in relation to this privacy policy or if you wish to make a complaint in connection with our processing of your personal data, please contact us:

**GEIA FOOD A/S**

Address: Fuglevænget 9, 9000 Aalborg

Email: [info@geiagroup.com](mailto:info@geiagroup.com)

Telephone: +45 96 34 04 14

If your complaint is not resolved by us and you wish to proceed with the case, you can send your complaint to the supervisory authority in your country. A list of European supervisory authorities is available [here](#) .

## **7 Changes to the privacy policy**

We reserve the right to make changes to this privacy policy from time to time. When updated, the version history at the bottom of the privacy policy will be updated accordingly. The applicable privacy policy at any given time will be available on our website [www.geiafood.com](http://www.geiafood.com).

In the event of significant changes, you will be notified via email.

<b>Version</b>	<b>Date</b>	<b>Changes</b>	<b>Initials</b>
1.0	August 26 2021	New policy	ASO
1.1	April 4 2024	Contact information updated	JFJ
1.2	May 15 2025	Contact information updated	JFJ
1.3	June 9 2026	Specification of the scope of the policy (section 1) Specification of transfers to countries outside the EU/EEA (Section 6.1) Updated link to list of European supervisory authorities (section 6.4)	SNS