

Privacy policy for employees_ EU

We, the **European Woodward entities** would like to explain in the following which data we process from you within the scope of your employment. If you have any questions regarding data protection, please contact our data protection team at dataprotection@woodward.com.

Purposes and legal bases of data processings -360° feedback with Workday

The Workday application allows you to obtain feedback about yourself. The legal basis is your consent in accordance with Art. 6 (1) (a) GDPR (and for Germany Section 26 (2) BDSG). Obtaining and providing feedback is voluntary, as is providing the results to your supervisors or the HR department. You can revoke your consent at any time with effect for the future by sending an e-mail to the e-mail address provided above. This will not result in any disadvantages for you. If you revoke your consent, your data will be deleted. This applies to the part of your feedback as a feedback giver and all data in this process as a feedback recipient.

The Workday application allows supervisors to request feedback on you. The legal basis is the fulfilment and performance of the employment contract (including measures that employers use to assess the performance of their employees), Art. 6 (1) (b), 88 GDPR (and for Germany Section 26 (1) BDSG). The number of feedback givers is limited to three members from different departments, who are subject to your approval.

Categories of recipients

Your data will be passed on to third parties solely if it is necessary for the employment. We use service providers for our IT-systems who are committed to confidentiality and data protection, however, access to personal data in this context cannot be excluded. Categories of recipients are hosting providers, service providers for data media destruction, service providers for the provision and maintenance of software/hardware as well as consulting companies (e.g. tax consulting or data protection consulting).

Duration of data storage and deletion

We process personal data only as long as determined by the purpose. If the processing purpose ceases to apply, we delete the data in accordance with the provisions of Article 17 GDPR. After the purpose of processing no longer applies, we retain the data in accordance with the statutory retention periods. Any retention beyond this shall only take place in the event of an exception pursuant to Article 17(3) GDPR.

Your right of information, correction, deletion, objection and data portability

You can exercise your right of information, correction and deletion of data at any time. To do so, contact us via the channels described above. If you wish your data to be deleted while we are still legally obliged to retain it, access to your data will be restricted (blocked). The same applies in the event of an objection. You can exercise your right to data portability insofar as the technical possibilities are available to the recipient and to us.

Right of complaint

You have the right to lodge a complaint with a data protection supervisory authority at any time.

Obligation to provide

Without correct information from you, it is not possible to implement the employment relationship.