2025

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BAADER Food Systems Denmark A/S
BAADER Poultry A/S

Data Ethics Policy

Introduction to a

Transparent, Secure and Ethical Data Processing

BAADER Food Systems Denmark A/S (as well as BAADER Poultry A/S) is committed to protecting privacy and our aim is transparent, secure and ethical data processing. This Data Ethics Policy sets out the data ethic principles applied by us and describes our approach to data processing covering all data types. This policy is supplemented by our internal data policies – Privacy Policy for Employees and IT Policy.

Our annual update of the Data Ethics Policy ensures continued alignment with evolving ethical standards and technological advancements, fostering trust, transparency, and responsible data stewardship. The top management team has reviewed and approved the Data Ethics Policy without any further comments or changes given the absence of any legal actions in the past year.

Security

We apply our data policies when handling data to secure compliance with applicable laws and practices, and when protecting data for our customers, business partners and employees. We will do our utmost to ensure that our systems operate securely utilizing trusted modern technology.

Data processing

Data is a vital asset for our business. We process personal data about our current, potential and former employees and business contacts. Such data are primarily collected directly from the data subjects. Personal data is processed and handled in accordance with applicable rules and regulations, including GDPR.

We also process large amounts of data that is not personal data e.g., aggregate data, technical data, statistical data, industrial device data or similar. Such data is used to improve performance and reliability of our products and increase the productivity for our customers through digital solutions. Data is only shared with third parties in a form where the customer or installation is fully anonymous, unless otherwise agreed with the customer.

When using machine learning or algorithms, e.g., in connection with IoT device data collection, we strive to ensure that the results are not discriminatory or biased in any way. Furthermore, the short and long-term consequences of data processing activities, especially where new technology is applied, are considered and the impact on the data subjects is taken into account.

Personal data processed by BAADER Food Systems Denmark A/S is not subject to automated decision making, nor is it sold to third parties or used for artificial intelligence systems.

Respect

Data is handled with due respect for the choices and fundamental interests of our customers, business partners, and employees. We integrate internal controls and train employees to apply high ethical standards when handling data and using our systems.

Transparency

Our customers, partners and employees are aware what data is collected, shared and how it is used by BAADER Food Systems Denmark A/S. We only collect data necessary for the purpose, and we monitor and adjust internal processes to keep transparency.

We ensure that our systems operate securely utilizing trusted modern technology

Contact Information:

BAADER Food Systems Denmark A/S
Vestermøllevej 9M
8380 Trige
Denmark
Phone no. +45 8623 1455