Version of: 10 July 2025

Cookie Policy Accell Group B.V.

Accell Group B.V. uses cookies to personalize content and ads, provide social media features, and analyze our website traffic. We also share information about your use of our site with our social media, advertising, and analytics partners. These partners may combine this data with other information that you have provided to them or that they have collected based on your use of their services. Because we want to ensure your privacy and improve the user experience of your visit(s) to our website, we find it important that you understand how and why we use cookies. Below, we provide as much information as possible about the use of these technologies, including which cookies we use and what they are for. You can read more about how we handle your data in our privacy notice.

We only use marketing cookies if you have given your consent. If you do not give consent, advertisements will still be displayed, but they will be random ads.

Who is responsible for processing your personal data?

Accell Group B.V. is responsible for processing personal data as described in this cookie policy. This cookie policy applies to all domains and communication related to all our brands.

What are cookies?

Cookies are small, simple text files that your computer or mobile device saves when you use our website. This website uses different types of cookies. Accell Group B.V. uses cookies to collect data that helps us make the user experience more efficient and improve the quality and user-friendliness of our website. If you give consent, we can place third-party cookies from companies like Google, Facebook, and LinkedIn for advertising and social media purposes.

Which cookies do we use? In summary:

Strictly necessary cookies Necessary cookies ensure that our website operates correctly.

Functional cookie These cookies enable enhanced functionality and personalization on the website.

Analytical cookies We use analytical cookies, with the help of third parties, to gather statistics about how our website is used and whether (and how) our communications are read. Measuring this helps us continually improve our website and communications for the benefit of our users.

Marketing cookies We place marketing cookies on our website if you have given your consent. Third parties may also place marketing cookies on our website, and we may place marketing cookies on third-party websites. We can combine the information from these marketing cookies. We do this to provide you with the most relevant offers based on your online browsing, search, and purchase behavior. These marketing cookies also help us track which advertisements you have seen. We can also recognize you if you click through to our website from an email or push notification from Batavus. Additionally, with your permission, we can make our communications more personal and relevant to you.

Cookie Banner

We use the following text in our cookie banner, which can be translated to different languages:

"*We (Accell Group B.V.) use cookies to improve your experience on our website, to analyze the use of our website and to show you personalized ads and content on our website or those of third parties. Third parties may also set a cookie through our website. Through cookies, we process personal data, such as the web pages you visit and your IP address. Cookies are not stored longer than necessary. By clicking "Accept All Cookies", you agree to the use of all cookies on our website. You can also reject all non-essential cookies by selecting "Reject All". You can also indicate your preferences for each cookie under "Cookie Settings". You can read more information about cookies in our cookie policy.*"

Details on the types of cookies we use:

Strictly necessary cookies These cookies are essential for the proper functioning of the website and cannot be turned off in our systems. Without these cookies, certain features of the website will not work as intended. These cookies do not store any personally identifiable information:

- Ensuring the website, and most functionalities loads evenly and functions reliably.
- Remembering and saving items you have added to your analysis or configuration.
- Alerting you about unfinished actions to prevent data loss.
- Storing your login credentials to avoid repeated logins.

Functional cookies These cookies enable enhanced functionality and personalization on the website. They may be set by us or by third-party providers whose services are integrated into the website. While these cookies are not essential, they ensure a smoother and more tailored user experience. If you disable these cookies, some functionalities may not work as intended.

- Saving your browser settings to ensure optimal display on your screen.
- Remembering your previous actions to allow easy navigation back to ongoing tasks.
- Enabling interactions, such as responding to messages or prompts on the website.

Analytical cookies With the help of third parties, we use analytical cookies to analyze user behavior. These statistics give us insights into how often we are visited and where we can improve our website. We continuously optimize the user experience based on this data. We collect data such as:

- Anonymized IP addresses.
- Technical characteristics like the browser you use (e.g., Chrome, Safari, or Firefox), your screen resolution, language preference, and device type.
- The page or advertising campaign you came from.
- When and how long you visit or use the website.
- Usage of website functionalities.
- Whether our communications are read.
- Pages you visit on our website.

These cookies help us:

- Track the number of visitors to our website.

- Measure visit duration.
- Count the number of people opening our communications.
- Evaluate the success of an ad campaign.
- Determine the order in which a visitor visits various pages on our website.
- Identify related articles and pages.

Marketing cookies You will see recommendations, promotions, and advertisements from us and third parties on our website. You might also encounter our advertisements on third-party websites. To keep these communications relevant, we use cookies. These marketing cookies enable us to:

- Track which advertisements you have seen.
- Monitor how often you have seen an advertisement.
- Avoid showing you the same advertisement repeatedly.
- Track if you click on advertisements.
- Determine if you place orders after viewing or clicking on an advertisement.
- Measure whether you read our communications and which links you click to make these communications as relevant as possible for you.
- Combine your online browsing, search, and purchase behavior to build segments based on this combined data, regardless of the device you use.
- Estimate your advertising interests and tailor advertisements on our website and third-party websites accordingly.
- Use these segments for third-party campaigns and third-party websites.

Advertising networks and media agencies act as intermediaries for online shops and advertisers. These parties' marketing cookies allow us to:

- Show third-party advertisements.
- Enable our advertising partners to combine your preferences on batavus.nl with information collected during your visits to other websites.

For cookies placed by these parties for marketing purposes, we refer you to their privacy and cookie statements on their websites. As these statements can change frequently, we recommend regularly checking these privacy and cookie declarations.

The following (third party) cookies and/or other techniques are on our website:

Cookie List:

Strictly Necessary Cookies

These cookies are necessary for the website to function and cannot be switched off in our systems. They are usually only set in response to actions made by you which amount to a request for services, such as setting your privacy preferences, logging in or filling in forms. You can set your browser to block or alert you about these cookies, but some parts of the site will not then work. These cookies do not store any personally identifiable information.

The cookies placed per subgroup are shown below.

Cookie Subgroup	Cookies	Cookies Used
accellglobal.wd103.myworkdayjobs.com	__cf_bm , _cfuvid, __cflb , CALYPSO_CSRF_TOKEN, PLAY_LANG, PLAY_SESSION, timezoneOffset, vps-cke, wd-browser-id	FIRST-PARTY
myworkdaycdn.com	__cf_bm , _cfuvid	FIRST-PARTY
paradox-tp.myworkdaycdn.com	__cf_bm , _cfuvid, __cflb	FIRST-PARTY
prod-wd103.myworkdaycdn.com	__cf_bm , _cfuvid, __cflb	FIRST-PARTY
wd103.myworkday.com	__cf_bm , _cfuvid, __cflb	FIRST-PARTY

The cookies and their purpose are explained below.

Cookie	Description	Cookie Duration
__cf_bm	The __cf_bm cookie is a cookie necessary to support Cloudflare Bot Management, currently in private beta. As part of our bot management service, this cookie helps manage incoming traffic that matches criteria associated with bots. This is a CloudFoundry cookie	A few seconds
__cflb	This cookie is used by Cloudfare for load balancing.	A few seconds
_cfuvid	The _cfuvid cookie is used by Cloudflare to distinguish individual users who share the same IP address for the purpose of enforcing rate limiting rules.	A few seconds
CALYPSO_CSRF_TOKEN	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.	Session
PLAY_LANG	Session experience	Session
PLAY_SESSION	This cookie is used to maintain an anonymous user session by the server.	Session
timezoneOffset	This cookie name is used to store the timezone difference between UTC and Local browser time.	Session
vps-cke	This cookie is used to maintain the user's session and authenticate their identity while navigating through the website. It ensures secure access to the website's features and protects against unauthorized access. This cookie is used to provide session stickiness in Workday public cloud environment.	Session
wd-browser-id	Session experience	Session