

1. Data Controller

LifeGlue Technologies Oy (Business ID 3496759-4), Nahkakuja 13 B 39, 33230 Tampere, Finland.

Contact: privacy@glue4life.com, +358 40 577 6464.

Data protection contact person: Laura Kuittinen.

A separate Data Protection Officer has not been appointed, as this is not a legal requirement at the company's current size and stage.

2. Scope

This Policy covers the personal data LifeGlue Technologies Oy processes in connection with its customers, website, recruitment, and investor relations, in accordance with the EU General Data Protection Regulation (GDPR, 2016/679).

3. Personal Data We Collect

- Customers: contact details, billing and payment information, order and communication history.
- Job applicants: CV, cover letter, education and work history, interview notes.
- Investors: contact and identification details, KYC/AML documentation, investment records.
- Website visitors: technical and analytics data, contact form submissions.

We do not intentionally collect special categories of personal data unless necessary and permitted by law.

4. Purposes and Legal Bases

We process personal data to deliver and manage our services and customer relationships, to evaluate job applications, and to manage investor relations, on the basis of contract performance and legitimate interest. We process data to meet accounting and anti-money-laundering obligations on the basis of legal obligation. Marketing communications are based on consent, which can be withdrawn at any time by contacting privacy@glue4life.com.

5. Sharing and International Transfers

We may share data with trusted service providers (for example hosting, analytics, and payment processing), authorities where legally required, and professional advisors. Where data is transferred outside the EU/EEA, we rely on the European Commission's Standard Contractual Clauses or an equivalent approved safeguard.

6. Retention

We retain personal data only as long as necessary for the purpose it was collected for or to meet a legal obligation. As a general rule: customer data for the duration of the relationship plus up to three years, job applicant data up to 24 months, and investor KYC/AML records for five years after the investment ends. Data is securely deleted or anonymised once the applicable retention period expires.

7. Your Rights

Under the GDPR, you have the right to access, rectify, and erase your data, to restrict or object to processing, to data portability, and to withdraw consent at any time. You may also lodge a complaint with the Office of the Data Protection Ombudsman in Finland. To exercise these rights, contact privacy@glue4life.com. We may ask you to verify your identity before acting on a request.

8. Security

We apply appropriate technical and organisational measures, including encryption, access controls, and regular security reviews, to protect personal data. No system is entirely secure, and we continuously work to improve our practices.

9. Changes to This Policy

We may update this Policy from time to time. The current version is always available on our website, and we will communicate material changes directly where required by law.

10. Contact

LifeGlue Technologies Oy | privacy@glue4life.com | Nahkakuja 13 B 39, 33230 Tampere, Finland