



PRIVACY POLICY

Effective from: 2025-09-03

Applies to:

- Visitors of **marinator.fi** (and subdomains)
- All site forms (contact/booking, partner/supplier, careers)
- Emails to **@marinator.fi** and file uploads (e.g., CVs)
- B2B communications with clients, partners, and suppliers

Does not apply to: third-party sites/services, partners acting as independent controllers, client data where we act as a processor, or employee data (covered separately).

Issued by: Marinator

1) Who we are

Marinator Oy (“we”, “us”).

Address: [street, city, country] • Business ID: [XXXXXX]

Email: **privacy@marinator.fi** (or **irina@marinator.fi**)

We have not appointed a Data Protection Officer.

2) What we collect

- **Contact / Appointment forms:** name, email, phone, company, role, meeting format/time, message, and any files you attach.
- **Partner / Supplier forms:** company details, position, portfolio/presentation files, messages.
- **Careers:** CV, cover letter, links (e.g., LinkedIn/portfolio), contact details.
- **Website data:** technical logs, IP address, device/browser info, pages viewed, cookies (see §7).
Please don't send special categories of data (health, religion, etc.).



3) Why we process your data (legal bases)

- **To respond and deliver services** (perform a contract or steps before it).
- **Recruitment** (legitimate interest; with your consent to keep a talent pool).
- **Supplier/partner onboarding and cooperation** (legitimate interest/contract).
- **Security, spam prevention, and site analytics** (legitimate interest).
- **Marketing communications** (consent; you can withdraw any time).

4) How long we keep it

- **General inquiries / appointments:** up to **24 months** after last contact.
- **Recruitment:** deleted within **12 months** after the process ends, unless you consent to a longer retention for our talent pool. If hired, data moves to HR records per employment law.
- **Contracts / invoices:** per legal retention requirements (typically **6–10 years**).
- **Server logs:** up to **12 months** unless needed longer for security.

5) Sharing & processors

We use trusted service providers who process data on our behalf, such as:

- **Hosting & backups** (e.g., Hostinger or equivalent)
- **Email/SMTP & productivity tools** (e.g., Microsoft/Google)
- **Form and file storage within WordPress/Bricks** (if “save submissions” is enabled)
- **Analytics and security** (e.g., firewall, anti-spam)

They only access data as needed to provide their services and must protect it.

6) Transfers outside the EEA

If a provider is outside the EEA, we rely on **adequacy decisions** or **Standard Contractual Clauses** and apply supplementary safeguards where appropriate.

7) Cookies & analytics



We use necessary cookies for site operation and may use analytics cookies to understand usage and improve the site. Non-essential cookies load **only with your consent**. You can change or withdraw consent at any time via the cookie banner/browser settings.

8) Your rights

You can:

- Access, correct, or delete your data
- Restrict or object to processing
- Withdraw consent (for example, marketing/talent pool)
- Data portability (where applicable)

To exercise rights, email privacy@marinator.fi. We will respond within **30 days**.

9) Security

We apply technical and organizational measures (access controls, encryption in transit, least-privilege access, backups). No method is 100% secure, but we work to protect your data.

10) Children

Our site and services are not directed to children under **16**. We do not knowingly collect children's data.

11) Changes

We may update this Policy. The latest version and date appear at the top of this page.

12) Complaints

You can contact us first. You also have the right to complain to the **Office of the Data Protection Ombudsman (Finland)** if you believe your data protection rights have been violated.

Contact: legal@marinator.fi

If you want us to delete or update your submission (including CV), please mention the email you used and the page/form where you submitted it.