



Privacy Policy – Stello8

Effective Date: May 2 2026

Last Updated: June 27 2026

1. Introduction

At Stello8, protecting your privacy is one of our highest priorities. This Privacy Policy explains how we collect, use, disclose, store, and protect your personal information when you access or use our website, mobile application, and related services (collectively, the "Platform").

Stello8 is a workforce marketplace that connects businesses with qualified workers. Whether you are creating an account, posting shifts, applying for work, communicating with another user, or making payments, we are committed to handling your information responsibly and in accordance with applicable privacy laws.

By accessing or using the Platform, you acknowledge that you have read and understood this Privacy Policy.

2. Information We Collect

Depending on how you use the Platform, we may collect the following information.

Personal Information

- Full name
- Email address
- Phone number
- Mailing address
- Date of birth
- Profile photo
- Emergency contact information (optional)

Worker Information

Workers may also provide:

- Resume or employment history

- Skills and experience
- Certifications and licenses
- Work availability
- Languages spoken
- References
- Background check information (when applicable)
- Profile description
- Ratings and reviews

Business Information

Businesses may provide:

- Business name
- Business registration information
- Business address
- Industry
- Business type
- Company logo
- Contact information
- Billing details
- Tax information when required by law

Payment Information

To facilitate secure payments, we may collect payment-related information such as:

- Payment method
- Billing address
- Transaction history
- Payout information
- Invoice records

Payment card information is securely processed by **Stripe**. Stello8 does not store your complete payment card details on its servers.

3. Information Collected Automatically

When you use the Platform, we may automatically collect:

- Device information
- Browser type

- Operating system
 - IP address
 - Device identifiers
 - Login history
 - Platform activity
 - Search history
 - Session information
 - Cookies and similar technologies
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4. Location Information

With your permission, we may collect approximate or precise location information to:

- Display nearby opportunities
- Improve search results
- Assist with shift check-ins
- Verify attendance when applicable
- Enhance platform security
- Prevent fraudulent activity

You may disable location services at any time through your device settings.

5. How We Use Your Information

Your information may be used to:

- Create and manage your account
- Verify your identity
- Connect businesses with workers
- Process shift applications
- Manage bookings
- Process payments and payouts
- Provide customer support
- Improve our services
- Personalize your experience
- Prevent fraud
- Detect suspicious activity
- Enforce our Terms of Service

- Comply with legal obligations
 - Send important service notifications
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6. Worker Profiles

Certain information included in a worker profile may be visible to businesses using the Platform.

This may include:

- First name
- Profile photo
- Skills
- Certifications
- Experience
- Availability
- Ratings
- Languages spoken

Sensitive information is never displayed publicly without your permission.

7. Business Profiles

Business profiles may display:

- Business name
 - Logo
 - Business description
 - Industry
 - Business type
 - General location
 - Workplace standards
 - Ratings and reviews
 - Active opportunities
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8. Messaging and Communications

Messages exchanged through the Platform may be stored to:

- Deliver conversations
- Resolve disputes
- Improve customer support
- Detect abuse or fraud
- Maintain platform security

Users should avoid sharing unnecessary personal or confidential information through messaging.

9. Payments

Payments made through the Platform are securely processed using **Stripe**.

Depending on your account type, payment processing may include:

- Payment authorization
- Worker payouts
- Refunds
- Transaction verification
- Fraud prevention

Financial information is handled according to Stripe's security standards.

10. Information Sharing

We may share limited information with:

- Businesses during the hiring process
- Workers during accepted bookings
- Payment processors
- Identity verification providers
- Customer support providers
- Cloud hosting providers
- Government authorities when legally required

We do **not** sell your personal information.

11. Cookies

We use cookies and similar technologies to:

- Keep you signed in
- Remember your preferences
- Improve website performance
- Measure usage
- Enhance security
- Detect fraudulent activity

You may manage cookie preferences through your browser settings.

12. Data Security

We implement reasonable administrative, technical, and physical safeguards designed to protect your information.

Security measures may include:

- Encrypted data transmission (SSL/TLS)
- Secure server infrastructure
- Account authentication
- Access controls
- Security monitoring
- Routine security updates

Although we work to protect your information, no online system can guarantee absolute security.

13. Identity Verification

To help maintain a trusted marketplace, we may request identity verification from workers and businesses.

Verification may include:

- Government-issued identification
- Business registration documents
- Professional certifications
- Driver's licenses
- Selfie verification
- Address verification

Verification helps improve trust but does not guarantee employment or hiring.

14. Data Retention

We retain information only for as long as necessary to:

- Operate the Platform
- Complete transactions
- Meet legal obligations
- Resolve disputes
- Prevent fraud
- Enforce our policies

Information that is no longer required may be securely deleted or anonymized.

15. Your Privacy Rights

Subject to applicable law, you may have the right to:

- Access your personal information
- Update inaccurate information
- Delete your account
- Request a copy of your information
- Withdraw consent where applicable
- Object to certain data processing activities

Certain requests may be limited by legal or operational requirements.

16. Third-Party Services

Our Platform may use trusted third-party service providers to support payment processing, identity verification, communications, analytics, cloud hosting, mapping services, customer support, and fraud prevention.

These providers may collect or process information only as necessary to perform services on our behalf and are expected to maintain appropriate security and privacy practices.

17. Children's Privacy

The Platform is intended only for individuals legally eligible to work or operate a business in their jurisdiction.

We do not knowingly collect personal information from children below the applicable legal age.

18. Changes to This Privacy Policy

We may update this Privacy Policy periodically to reflect changes in our services, legal requirements, or business practices.

The revised version will become effective upon publication, and the "Last Updated" date will be modified accordingly.

19. Contact Us

If you have questions about this Privacy Policy or your personal information, please contact us through the contact methods provided on the Platform.

We will make reasonable efforts to respond to privacy-related requests in a timely manner.