

**Thadus CodeLabs**

Data & Privacy Policy

Thadus CodeLabs & Thadus GroupLast updated: June 2026 | thaduscodelabs.com | neth@thaduscodelabs.com

1 Overview & Scope

This policy applies to **Thadus CodeLabs** (the education arm operating the Thadus coding platform and Partner Portal) and its parent company **Thadus Group**. It describes what personal and organisational data we collect, how we use it, who can access it, and how it is protected.

Important: The Thadus desktop application — the offline coding platform installed on student and classroom devices — collects **no data whatsoever**. No telemetry, no usage tracking, no personal information is transmitted from the application to any server.

All data collection described in this policy occurs exclusively through the **Thadus Partner Portal** (web portal at thaduscodelabs.com), which is used by partner organisations, educators, and students to manage accounts, track progress, and submit impact reports.

2 What Data We Collect

Data is collected through the Partner Portal only. The types of data we collect include:

- **Account information:** Full name and email address for all registered users (students, educators, organisation administrators).
- **Organisation details:** Organisation name, type (school, NGO, government partner, etc.), country, and contact information.
- **Training & activity data:** Module completion records, training progress, and certificates earned by students and educators through the portal.
- **Monthly impact reports:** Programme data submitted by educators each month — including student numbers, session counts, qualitative outcomes, and other metrics as required by partner agreements.
- **Support communications:** Messages submitted through the portal support system.

We do not collect payment card details. Subscription billing is processed by Stripe directly and is subject to Stripe's own privacy policy.

3 Who Enters Data & Who Can Access It

Data Entry

Users enter their own account information at registration. Educators submit monthly impact reports for their programme. Students and educators record their own training progress as they complete modules on the portal.

Access Levels

- **Students** can view their own training progress and certificates only.
- **Educators** can view their own data and the progress of students within their organisation.
- **Organisation administrators** can view all data for their own organisation — including all educators, students, progress records, and submitted impact reports.
- **Thadus CodeLabs staff** access organisational data through an internal admin portal for the purpose of managing partnerships, providing support, and generating programme reports. This access is restricted to authorised staff only.

Data isolation: Organisations cannot see data belonging to other organisations. Each organisation's data is strictly separated and access-controlled by role.

4 Quarterly Impact Reports (Government & Multi-Centre Partners)

For **government partners** and **multi-centre NGO partners**, Thadus CodeLabs collates the monthly impact data submitted by all centres operating under that partner agreement and produces **quarterly impact reports**.

These reports are delivered directly to the relevant partner and include aggregated programme statistics across all centres within their network — such as total student reach, session delivery counts, and programme outcomes. Quarterly reporting is a core component of partner agreements for these organisations.

Individual centres within a multi-centre partnership do not receive data from or about other centres under the same partner.

5 Anonymised Data Use by Thadus CodeLabs & Thadus Group

Both **Thadus CodeLabs** and **Thadus Group** may use anonymised, aggregated programme data to demonstrate social impact. This may include use in:

- Marketing materials, websites, and public communications
- Grant applications and funding proposals
- Impact reports and annual publications
- Investor or stakeholder briefings

In all such uses, **no individual, educator, student, or organisation is identifiable**. Data is presented only in aggregated, anonymised form.

Thadus Group may reference the national or regional presence of its programmes in public communications (for example, "Thadus operates in Sri Lanka, South Africa, and Kenya"). However, **Thadus will never publicly identify a specific organisation, centre, school, or location** without obtaining prior explicit written consent from that organisation.

6 Data Storage & Security

- Portal data is stored securely via **Supabase**, a managed database platform backed by PostgreSQL with encryption at rest and in transit.
- Access to the database is role-restricted — users can only query data appropriate to their assigned role.
- Thadus does not sell, rent, or share personal or organisational data with any third party for commercial purposes, ever.
- Third-party services used by the portal (Supabase, Stripe) are each subject to their own privacy and security standards, and are chosen on the basis of their compliance and data protection practices.
- Access to internal admin functions is restricted to authorised Thadus CodeLabs staff only.

7 Data Retention

Personal and organisational data is retained for the **duration of the active partnership** and for a reasonable period thereafter to allow for final reporting, audit, and programme review purposes.

Partners or individual users who wish to request the deletion of their data may do so by contacting Thadus CodeLabs directly at **neth@thaduscodelabs.com**. Requests will be reviewed and actioned in a timely manner, subject to any legal or contractual obligations to retain certain records.

8 Your Rights

As a user of the Thadus Partner Portal, you have the right to:

- Access the personal data held about you
- Request correction of inaccurate or incomplete data
- Request deletion of your data, subject to contractual and legal obligations
- Ask how your data is being used

To exercise any of these rights, contact us at **neth@thaduscodelabs.com**.

9 Policy Updates

This policy may be updated periodically to reflect changes in our practices or legal requirements. The date at the top of this document reflects the most recent revision. Continued use of the Thadus Partner Portal following notification of any update constitutes acceptance of the revised policy.

10 Contact

For any questions, concerns, or requests relating to data and privacy:

- **Email:** neth@thaduscodelabs.com
- **Website:** thaduscodelabs.com
- **Organisation:** Thadus CodeLabs, operating under Thadus Group