



This manual is as prescribed by the Act and will be lodged with the Human Rights Council. As it is not a policy it is not in the standard format.

Barloworld Equipment southern Africa – a division of Barloworld South Africa (Pty) Limited
(Registration number: 1946/021661/07)

together with subsidiaries operating as part of the division.

("The Company")

MANUAL

as prescribed by the provisions of

THE PROMOTION OF ACCESS TO INFORMATION ACT, 2000

And

THE PROTECTION OF PERSONAL INFORMATION ACT, 2013

1 DEFINITIONS

- 1.1 **Company** means Barloworld Equipment southern Africa – a division of Barloworld South Africa (Proprietary) Limited (registration number 1946/021661/07), a company duly registered and incorporated with limited liability in accordance with the company laws of the Republic of South Africa and having its principal place of business situated at 20 Industrie Road, Isando, Gauteng, Republic of South Africa;
- 1.2 **Conditions for Lawful Processing** means the conditions for the lawful processing of Personal Information as fully set out in chapter 3 of POPIA;
- 1.3 **Constitution** means the Constitution of the Republic of South Africa, 1996;
- 1.4 **Customer** refers to any natural or juristic person that received or receives services from the Company;
- 1.5 **Data Subject** has the meaning ascribed thereto in section 1 of POPIA;
- 1.6 **Head of the Company** means the “head” as defined in section 1 of PAIA and referred to in clause 4;
- 1.7 **Information Officer** means the person duly authorised by the Chief Executive Officer (CEO) of the Company as referred to in clause 4;
- 1.8 **Manual** means this manual prepared in accordance with section 51 of PAIA and regulation 4(1) (d) of the POPIA Regulations;
- 1.9 **PAIA** means the *Promotion of Access to Information Act, 2000*;
- 1.10 **Personal Information** has the meaning ascribed thereto in section 1 of POPIA;
- 1.11 **Personnel** refers to any person who works for, or provides services to or on behalf of the Company, and receives or is entitled to receive remuneration and any other person who assists in carrying out or conducting the business of the Company, which includes, without limitation, directors (executive and non-executive), all permanent, temporary and part-time staff as well as contract workers;
- 1.12 **POPIA** means the *Protection of Personal Information Act, 2013*;
- 1.13 **POPIA Regulations** mean the regulations promulgated in terms of section 112(2) of POPIA;
- 1.14 **Private Body** has the meaning ascribed thereto in sections 1 of both PAIA and POPIA;
- 1.15 **Processing** has the meaning ascribed thereto in section 1 of POPIA;
- 1.16 **Regulator** has the meaning ascribed thereto in section 1 of POPIA;
- 1.17 **Responsible Party** has the meaning ascribed thereto in section 1 of POPIA;
- 1.18 **Record** has the meaning ascribed thereto in section 1 of PAIA and includes Personal Information;
- 1.19 **Requestor** has the meaning ascribed thereto in section 1 of PAIA;
- 1.20 **Request for Access** has the meaning ascribed thereto in section 1 of PAIA; and

Capitalised terms used in this Manual have the meanings ascribed thereto in section 1 of POPIA and PAIA as the context specifically requires, unless otherwise defined herein.

2 **PURPOSE OF THE MANUAL**

2.1 This Manual:

- (1) for the purposes of PAIA, details the procedure to be followed by a Requestor and the manner in which a Request for Access will be facilitated; and
- (2) for the purposes of POPIA, amongst other things, details the purpose for which Personal Information may be processed; a description of the categories of Data Subjects for whom the Company Processes Personal Information as well as the categories of Personal Information relating to such Data Subjects; and the recipients to whom Personal Information may be supplied.

2.2 The scope of this Manual includes the South African registered subsidiary companies as specified in **Annexure 1**.

3 **COMPANY DETAILS**

3.1 The details of the Company are as follows:

Physical address	20 Industrie Road Isando Gauteng
Postal address:	PO Box 11 Isando 1600
Telephone number:	011 301 4000

4 **CONTACT DETAILS OF THE INFORMATION OFFICER**

4.1 The Head and Information Officer of the Company is the divisional Chief Executive Officer.

4.2 The divisional Chief Executive Officer has delegated her obligations in terms of POPIA and PAIA to the Information Officer. The Information Officer acts with the authority of the Head of the Company in respect of the matters contemplated in the Manual, and the obligations imposed by POPIA and PAIA.

4.3 The Information Officer's contact details are as follows:

Contact Person	Head: Legal, Risk and Compliance
Physical address	20 Industrie Road Isando Gauteng

Postal address	PO Box 11 Isando 1600
Telephone	011 301 4000
Email address	privacy@bw-eq.com

5 THE REGULATOR

- 5.1 The Regulator has compiled a guide, containing information to assist any person who wishes to exercise any right as contemplated in the Act.
- 5.2 This guide is available at: <https://www.justice.gov.za/inforeg/docs.html> and at the Company's head office.

6 PUBLICATION AND AVAILABILITY OF CERTAIN RECORDS IN TERMS OF PAIA

6.1 Schedule of Records

The Schedule of Records as contained in **Annexure 2** of this Manual details the Records that are held and/or Processed by the Company for the purposes of PAIA and POPIA respectively. Such Access to such Records may not be granted if they are subject to the grounds of refusal which are specified in clause 7 below.

6.2 List of applicable legislation

- 6.2.1 The Company retains records which are required in terms of legislation other than PAIA.
- 6.2.2 Certain legislation provides that private bodies shall allow certain persons access to specified records, upon request. Legislation that may be consulted to establish whether the Requestor has a right of access to a record other than in terms of the procedure set out in the PAIA are set out in **Annexure 3**.

7 GROUNDS FOR REFUSAL OF ACCESS TO RECORDS IN TERMS OF PAIA

The following are the grounds on which the Company may, subject to the exceptions contained in Chapter 4 of PAIA, refuse a Request for Access in accordance with Chapter 4 of PAIA:

- 7.1 mandatory protection of the privacy of a third party who is a natural person, including a deceased person, where such disclosure of Personal Information would be unreasonable;
- 7.2 mandatory protection of the commercial information of a third party, if the Records contain:
- 7.2.1 trade secrets of that third party;
- 7.2.2 financial, commercial, scientific or technical information of the third party, the disclosure of which could likely cause harm to the financial or commercial interests of that third party; and/or
- 7.2.3 information disclosed in confidence by a third party to the Company, the disclosure of which could put that third party at a disadvantage in contractual or other negotiations or prejudice the third party in commercial competition;
- 7.3 mandatory protection of confidential information of third parties if it is protected in terms of any agreement;
- 7.4 mandatory protection of the safety of individuals and the protection of property;

- 7.5 mandatory protection of Records that would be regarded as privileged in legal proceedings;
- 7.6 protection of the commercial information of the Company, which may include:
 - 7.6.1 trade secrets;
 - 7.6.2 financial/commercial, scientific or technical information, the disclosure of which could likely cause harm to the financial or commercial interests of the Company;
 - 7.6.3 information which, if disclosed, could put the Company at a disadvantage in contractual or other negotiations or prejudice the Company in commercial competition; and/or
 - 7.6.4 computer programs which are owned by the Company, and which are protected by copyright and intellectual property laws;
- 7.7 research information of the Company or a third party, if such disclosure would place the research or the researcher at a serious disadvantage; and
- 7.8 requests for Records that are clearly frivolous or vexatious, or which involve an unreasonable diversion of resources.

8 **INFORMATION OR RECORDS NOT FOUND**

If the Company cannot find the records that the Requestor is looking for despite reasonable and diligent search and it believes either that the records are lost or that the records are in its possession but unattainable, the Requestor will receive a notice in this regard from the Information Officer in the form of an affidavit setting out the measures taken to locate the document and accordingly the inability to locate the document.

9 **REMEDIES AVAILABLE TO THE REQUESTOR UPON REFUSAL OF A REQUEST FOR ACCESS IN TERMS OF PAIA**

- 9.1 The Company does not have internal appeal procedures. As such, the decision made by the Information Officer is final, and Requestors will have to exercise such external remedies at their disposal if the Request for Access is refused.
- 9.2 In accordance with sections 56(3) (c) and 78 of PAIA, a Requestor may apply to a court for relief within 180 days of notification of the decision for appropriate relief.

10 **PROCEDURE FOR A REQUEST FOR ACCESS IN TERMS OF PAIA**

- 10.1 A Requestor must comply with all the procedural requirements as contained in section 53 of PAIA relating to a Request for Access to a Record.
- 10.2 A Requestor must complete the prescribed Data Subject Rights Request Form shown in **Annexure 4 along with Appendix 2** and submit the completed form as well as payment of a request fee (if applicable) and a deposit (if applicable), to the Information Officer at the postal or physical address, facsimile number or electronic mail address stated in clause 4 above.
- 10.3 The form stated in the point above must be completed with enough detail to enable the Information Officer to identify the following:
 - 10.3.1 the Record/s requested;
 - 10.3.2 the identity of the Requestor;
 - 10.3.3 the form of access that is required, if the request is granted;
 - 10.3.4 the postal address or fax number of the Requestor; and
 - 10.3.5 the right that the Requestor is seeking to protect and an explanation as to why the Record is necessary to exercise or protect such a right.

- 10.4 If a request is made on behalf of another person, the Requestor must submit proof of the capacity in which the Requestor is making the request to the reasonable satisfaction of the Information Officer.
- 10.5 If an individual is unable to complete the prescribed form because of illiteracy or disability, such a person may make the request orally.
- 10.6 The Company will voluntarily provide the requested Records to a Personal Requestor (as defined in section 1 of PAIA). The prescribed fee for reproduction of the Record requested by a Personal Requestor will be charged in accordance with section 54(6) of PAIA and paragraph 11 below.

11 FEES

- 11.1 When the Request for Access is received by the Information Officer, the Information Officer will by notice require the Requestor, other than a Personal Requestor, to pay the prescribed request fee (if any), before further processing the Request for Access.
- 11.2 Prescribed request fees are set out in **Annexure 5**.
- 11.3 If the search for a Record requires more than the prescribed hours for this purpose, the Information Officer will notify the Requestor to pay as a deposit, the prescribed portion of the access fee (being not more than one third) which would be payable if the Request for Access is granted.
- 11.4 The Information Officer will withhold a Record until the Requestor has paid the fees set out in **Annexure 5**.
- 11.5 A Requestor whose Request for Access to a Record has been granted, must pay an access fee for reproduction and for search and preparation, and for any time reasonably required in excess of the prescribed hours to search for and prepare the Record for disclosure, including making arrangements to make it available in a requested form provided for in PAIA.
- 11.6 If a deposit has been paid in respect of a Request for Access which is refused, the Information Officer will repay the deposit to the Requestor.

12 DECISION TO GRANT ACCESS TO RECORDS

- 12.1 The Company will decide whether to grant or decline the Request for Access within 30 days of receipt of the Request for Access and must give notice to the Requestor with reasons (if required) to that effect.
- 12.2 The period referred to above may be extended for a further period of not more than 30 days if the Request for Access is for a large number of Records or the Request for Access requires a search for Records held at another office of the Company and the Records cannot reasonably be obtained within the original 30-day period.
- 12.3 The Company will notify the Requestor in writing should an extension of time as contemplated above be required.
- 12.4 If, in addition to a written reply from the Information Officer, the Requestor wishes to be informed of the decision on the Request for Access in any other manner, the Requestor must state the manner and particulars so required.

13 AVAILABILITY OF THE MANUAL

- 13.1 This Manual is made available in terms of PAIA and section 4 of the Regulations to POPIA.
- 13.2 This Manual is also available at: <https://www.barloworld-equipment.com>
- 13.3 No fee will be levied for inspection as contemplated in this clause.
- 13.4 Copies of the Manual can be obtained from the Information Officer. A fee will be levied for copies of the manual in accordance with **Annexure 5**.

14 PROTECTION OF PERSONAL INFORMATION THAT IS PROCESSED BY THE COMPANY

- 14.1 Chapter 3 of POPIA provides for the minimum Conditions for Lawful Processing of Personal Information by a Responsible Party. These conditions may not be derogated from unless specific exclusions apply as outlined in POPIA.
- 14.2 The Company needs Personal Information relating to both individual and juristic persons in order to carry out its business and organisational functions. The manner in which this information is Processed and the purpose for which it is Processed is determined by the Company. The Company is accordingly a Responsible Party for the purposes of POPIA and will ensure that the Personal Information of a Data Subject:
- 14.2.1 is processed lawfully, fairly and transparently. This includes the provision of appropriate information to Data Subjects when their data is collected by the Company, in the form of privacy or data collection notices. Barloworld Equipment must also have a legal basis (for example, consent) to process Personal Information;
 - 14.2.2 is processed only for the purposes for which it was collected;
 - 14.2.3 will not be processed for a secondary purpose unless that processing is compatible with the original purpose.
 - 14.2.4 is adequate, relevant and not excessive for the purposes for which it was collected;
 - 14.2.5 is accurate and kept up to date;
 - 14.2.6 will not be kept for longer than necessary;
 - 14.2.7 is processed in accordance with integrity and confidentiality principles; this includes physical and organisational measures to ensure that Personal Information, in both physical and electronic form, are subject to an appropriate level of security when stored, used and communicated by the Company, in order to protect against access and acquisition by unauthorised persons and accidental loss, destruction or damage;
 - 14.2.8 is processed in accordance with the rights of Data Subjects, where applicable. Data Subjects have the right to:
 - 14.2.8.1 be notified that their Personal Information is being collected by the Company. The Data Subject also has the right to be notified in the event of a data breach;
 - 14.2.8.2 know whether the Company holds Personal Information about them, and to access that information. Any request for information must be handled in accordance with the provisions of this Manual;
 - 14.2.8.3 request the correction or deletion of inaccurate, irrelevant, excessive, out of date, incomplete, misleading or unlawfully obtained personal information;
 - 14.2.8.4 object to the Company's use of their Personal Information and request the deletion of such Personal Information (deletion would be subject to the Company's record keeping requirements);
 - 14.2.8.5 object to the processing of Personal Information for purposes of direct marketing by means of unsolicited electronic communications; and
 - 14.2.8.6 complain to the Information Regulator regarding an alleged infringement of any of the rights protected under POPIA and to institute civil proceedings regarding the alleged non-compliance with the protection of his, her or its personal information.

14.3 Purpose of the Processing of Personal Information by the Company

As outlined above, Personal Information may only be Processed for a specific purpose. The purposes for which the Company Processes or will Process Personal Information be set out in **Part 1 of Annexure 6**.

14.4 Categories of Data Subjects and Personal Information/special Personal Information relating thereto

As per section 1 of POPIA, a Data Subject may either be a natural or a juristic person. **Part 2 of Annexure 6** sets out the various categories of Data Subjects that the Company Processes Personal Information on and the types of Personal Information relating thereto.

14.5 Recipients of Personal Information

Part 3 of Annexure 6 outlines the recipients to whom the Company may provide a Data Subjects Personal Information to.

14.6 Cross-border flows of Personal Information

Section 72 of POPIA provides that Personal Information may only be transferred out of the Republic of South Africa if the:

14.6.1 recipient country can offer such data an “adequate level” of protection. This means that its data privacy laws must be substantially similar to the Conditions for Lawful Processing as contained in POPIA; or

14.6.2 Data Subject consents to the transfer of their Personal Information; or

14.6.3 transfer is necessary for the performance of a contractual obligation between the Data Subject and the Responsible Party; or

14.6.4 transfer is necessary for the performance of a contractual obligation between the Responsible Party and a third party, in the interests of the Data Subject; or

14.6.5 the transfer is for the benefit of the Data Subject, and it is not reasonably practicable to obtain the consent of the Data Subject, and if it were, the Data Subject, would in all likelihood provide such consent.

Part 4 of Annexure 6 sets out the planned cross-border transfers of Personal Information and the condition from above that applies thereto.

14.7 Description of information security measures to be implemented by the Company.

Part 5 of Annexure 6 sets out the types of security measures implemented by the Company in order to ensure that Personal Information is respected and protected. A preliminary assessment of the suitability of the information security measures implemented or to be implemented by the Company may be conducted in order to ensure that the Personal Information that is processed by the Company is safeguarded and processed in accordance with the Conditions for Lawful Processing.

14.8 Objection to the Processing of Personal Information by a Data Subject

Section 11 (3) of POPIA and regulation 2 of the POPIA Regulations provides that a Data Subject may, at any time object to the Processing of his/her/its Personal Information in the Data Subject Rights Request Form shown in **Annexure 4 along with Appendix 1**, subject to exceptions contained in POPIA.

14.9 Request for correction or deletion of Personal Information

Section 24 of POPIA and regulation 3 of the POPIA Regulations provides that a Data Subject may request for their Personal Information to be corrected/deleted in the Data Subject Rights Request Form shown in **Annexure 4 along with Appendix 1**.

**SUBSIDIARIES UNDER BARLOWORLD EQUIPMENT SOUTHERN AFRICA – A DIVISION OF
BARLOWORLD SOUTH AFRICA PROPRIETARY LIMITED**

1. Barloworld Equipment Africa (Pty) Ltd	2. Barloworld Equipment Swaziland Ltd
3. Barloworld Equipment Energy (Pty) Ltd	4. Barloworld Equipment Lesotho (Pty) Ltd
5. Electro-Motive Diesel Africa (Pty) Ltd	6. Hillman Brothers Swaziland (Pty) Ltd
7. Warden & Hotchkiss (Pty) Ltd	8. Barloworld Equipment (Pty) Ltd
9. Optron Holdings (Pty) Ltd	

Annexure 2

Description of the subjects on which the Company holds records, and the categories of records held on each subject. Each of these records are available on request in terms of PAIA

1 Client Services Records

- 1.1 Client correspondence;
- 1.2 Client fee files;
- 1.3 Client contracts;
- 1.4 Client business information;
- 1.5 Legal documentation;
- 1.7 Proposal and tender documents;
- 1.8 Project plans;
- 1.9 Risk management records; Solution methodologies;
- 1.10 Standard terms and conditions of supply of goods and/or services.
- 1.6 Working papers;

2 Corporate Governance

- 2.1 Codes of conduct;
- 2.2 Corporate social investment records;
- 2.3 Board meeting minutes;
- 2.4 Executive committee meeting minutes;
- 2.5 Legal compliance records;
- 2.6 Policies;
- 2.7 Internal and external investigative purposes
- 2.8 Internal and external audit or monitoring purposes

3 Finance and Administration

- 3.1 Accounting records;
- 3.2 Annual financial statements;
- 3.3 Agreements; Banking records;
- 3.4 Correspondence;
- 3.5 Purchase orders;

- 3.6 Remittances;
- 3.7 Invoices and statements;
- 3.8 Tax records and returns;
- 3.9 Statistics SA returns.

4 Human Capital

- 4.1 BEE statistics;
- 4.2 Career development records;
- 4.3 Personnel information;
- 4.4 Employment equity reports;
- 4.5 General terms of employment;
- 4.6 Letters of employment;
- 4.7 Leave records;
- 4.8 PAYE records and returns;
- 4.9 Performance management records;
- 4.10 Assessments; Policies and procedures;
- 4.11 UIF returns;
- 4.12 Retirement benefit;
- 4.13 Medical Aid records.

5 Information Management and Technology

- 5.1 Agreements;
- 5.2 Equipment register;
- 5.3 Information policies;
- 5.4 IT Standards, procedures and guidelines.

6 Learning and Education

- 6.1 Training material;
- 6.2 Training records and statistics;
- 6.4 Training agreements.
- 6.3 Learnership Programmes;

7 Library and Information and Research Centre

- 7.1 External publications;
- 7.2 Internal publications;
- 7.3 Reference works;
- 7.4 Periodicals;
- 7.5 Research files and articles.

8 Marketing and Communication

- 8.1 Proposal documents;
- 8.2 New business development;
- 8.3 Brand information management;
- 8.4 Marketing strategies;
- 8.5 Communication strategies;
- 8.6 Agreements;
- 8.7 Client relationship programmes;
- 8.8 Marketing publications and brochures;
- 8.9 Sustainability programmes.

9 Operations

- 9.1 Access control records;
- 9.2 Agreements;
- 9.3 Archival administration documentation;
- 9.4 Communication strategies;
- 9.5 General correspondence;
- 9.6 Patents and Trade Mark documents;
- 9.7 Insurance documentation;
- 9.8 PABX management information;
- 9.9 Service level agreements;
- 9.10 Standard trading terms and conditions of supply of services and goods;
- 9.11 Travel documentation;

- 9.12 Procurement agreements and documentation;
- 9.13 Used order books;
- 9.14 Vehicle registration documents;
- 9.15 Cellular phone registration documents, including RICA.

10 **Secretarial Services**

- 10.1 Applicable statutory documents, including but not limited to, certificates of incorporation and certificates to commence business;
- 10.2 Corporate structure documents;
- 10.3 Memoranda of Incorporation and Articles of Association;
- 10.4 Share/Securities registers;
- 10.5 Statutory Returns to relevant authorities;
- 10.6 Share certificates;
- 10.7 Shareholder agreements;
- 10.8 Minutes of meetings;
- 10.9 Resolutions passed;
- 10.10 Shareholder personal information (natural and juristic);
- 10.11 Director personal information.

LIST OF APPLICABLE LEGISLATION

Administration of Adjudication of Road Traffic Offences Act 46 of 1998
Basic Conditions of Employment Act 75 of 1997
Bills of Exchange Act 34 of 1964
Broad-Based Black Economic Empowerment Act 53 of 2003
Broadcasting Act 4 of 1999
Companies Act 71 of 2008
Compensation for Occupational Injuries and Diseases Act 130 of 1993
Competition Act 89 of 1998
Constitution of South Africa Act 108 of 1996
Consumer Protection Act 68 of 2009
Copyright Act 98 of 1987
Criminal Procedure Act 51 of 1977
Currency & Exchanges Act 9 of 1933
Customs and Excise Act 91 of 1964
Electronic Communications and Transactions Act 25 of 2002
Employment Equity Act 55 of 1998
Environment Conservation Act 73 of 1989
Financial Intelligence Centre Act 38 of 2001
Firearms Control Act 60 of 2000
Formalities In Respect of Leases of Land Act 18 of 1969
Health Act 63 of 1977
Income Tax Act 58 of 1962
Labour Relations Act 66 of 1995
Long Term Insurance Act 52 of 1998
National Building Regulations and Building Standards Act 103 of 1997
National Environmental Management Act 107 of 1998
National Environmental Management: Air Quality Act 39 of 2004
National Environmental Management: Waste Act 59 of 2008
National Water Act 36 of 1998
National Road Traffic Act 93 of 1996
Occupational Health and Safety Act 85 of 1993
Patents Act 57 of 1987
Pension Funds Act 24 of 1956
Prescription Act 18 of 1943
Prevention & Combating of Corrupt Activities Act 12 of 2004
Prevention of Constitutional Democracy Against Terrorist & Related Activities Act 33 of 2004
Prevention of Organised Crime Act 121 of 1998
Promotion of Equality and Prevention of Unfair Discrimination Act 4 of 2000
Protected Disclosures Act 26 of 2000
Regulation of Interception of Communications and Provisions of Communication Related Information Act 70 of 2002
Sales and Service Matters Act 25 of 1964
Second-Hand Goods Act 23 of 1955
Securities Services Act 36 of 2004

Securities Transfer Act 25 of 2007
Short-Term Insurance Act 53 of 1998
Skills Development Act 97 of 1997
Skills Development Levies Act 9 of 1999
South African Reserve Bank Act 90 of 1989
The South African National Roads Agency Limited & National Roads Act 7 of 1998
Tobacco Products Control Act 12 of 1999
Trade Marks act 194 of 1993
Transfer Duty Act 40 of 1949
Unemployment Insurance Act 63 of 2001
Unemployment Insurance Fund Contributions Act 4 of 2002
Value-Added Tax Act 89 of 1991

Although we have used our best endeavours to supply a list of applicable legislation, it is possible that this list may be incomplete. Whenever it comes to our attention that existing or new legislation allows a Requestor access on a basis other than as set out in PAIA, we shall update the list accordingly. If a Requestor believes that a right of access to a record exists in terms of other legislation listed above or any other legislation, the Requestor is required to indicate what legislative right the request is based on, to allow the Information Officer the opportunity of considering the request in light thereof.

ANNEXURE 4: Data Subject Rights Request Form

In order for us to facilitate your request as best as possible, kindly complete all information necessary in as much detail as possible and submit these forms together with any necessary supporting document to privacy@bw-eg.com. Once submitted, please do allow for up to 72 hours before a correspondent replies accordingly. Thereafter, any further investigations and time periods needed will be communicated accordingly.

For more on how we use your Personal Information, and the rights afforded to you in this regard, please refer to our Privacy Statement and PAIA Manual available on our website.

Section A

Kindly complete the fields required in Section A in full in order for your request to be assigned and actioned accordingly. Guidance is given under the 'Request' heading of this Section as to which Appendix to complete to raise your request.

Request made by:	<input type="checkbox"/> Data Subject	<input type="checkbox"/> Proxy (attach proof of authorization)
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Data Subject Details	
Name(s) and Surname	
Identity/Passport Number	
Postal Address	
Contact Number(s)	
Email Address	
Company Details (if data subject is a juristic entity)	
Company Name	
Registration Number	
Postal Address	
Contact Number(s)	

Proxy Details (if applicable)	
Name(s) and Surname	
Postal Address	
Contact Number(s)	
Email Address	

Preferred Method of Correspondence:
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<input type="checkbox"/>	Contact Number(s) Above	<input type="checkbox"/>	Email Address above
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Request:

For Correction to Records
(complete to Appendix 1)
For Deletion of Records
(complete to Appendix 1)

For Objection of Records
(complete to Appendix 1)
For Access of Records
(complete to Appendix 2)

In order for the appropriate verifications to be made for this request, kindly provide us with the applicable proof(s) of identification (i.e. ID copy or Company registration) no older than 3 months.

REQUEST FOR CORRECTION OF PERSONAL INFORMATION OR DELETION OF RECORD OF PERSONAL INFORMATION IN TERMS OF SECTION 24(1) OF THE PROTECTION OF PERSONAL INFORMATION ACT, 2013

AND

REQUEST FOR OBJECTION TO THE PROCESSING OF PERSONAL INFORMATION IN TERMS OF SECTION 11(3) OF THE PROTECTION OF PERSONAL INFORMATION ACT, 2013

REGULATIONS RELATING TO THE PROTECTION OF PERSONAL INFORMATION, 2018 [Regulation 3]

Note:

- 1. Affidavits or other documentary evidence as applicable in support of the request may be attached.
2. If the space provided for in this Form is inadequate, submit information as an Annexure to this Form and sign each page.
3. Complete as is applicable.

RECORDS OF PERSONAL INFORMATION RELEVANT

Please list all elements of personal information which should either be corrected, deleted or which processing is objected to (e.g. names, contact numbers, identity numbers, etc.)

Empty table area for recording relevant personal information.

REASONS FOR THE REQUEST

in terms of either section 11 (1)(d) to (f) for Objection; section 24 (1)(a) for Correction; or section 24 (1)(b) for Deletion

Empty table area for providing reasons for the request.

Signed at _____ on this _____ day of _____ 20_____

Signature of requester / person on whose behalf request is made

.....

REQUEST FOR ACCESS TO RECORDS

[Regulation 7]

PARTICULARS OF RECORD REQUESTED

Provide full particulars of the record to which access is requested, including the reference number if that is known to you, to enable the record to be located. (If the provided space is inadequate, please continue on a separate page and attach it to this form. All additional pages must be signed.)

Description of record or relevant part of the record:	
Reference number, if available:	
Any further particulars of record:	

TYPE OF RECORD BEING REQUESTED

(Format/composition of record being requested - mark the applicable box with an "X")

Record is in written or printed form	
Record comprises virtual images (this includes photographs, slides, video recordings, computer-generated images, sketches, etc)	
Record consists of recorded words or information which can be reproduced in sound	
Record is held on a computer or in an electronic, or machine-readable form	

FORM OF ACCESS DESIRED

(Desired format of access to above record - mark the applicable box with an "X")

Printed copy of record (including copies of any virtual images, transcriptions and information held on computer or in an electronic or machine-readable form)	
Written or printed transcription or virtual images (this includes photographs, slides, video recordings, computer-generated images, sketches, etc)	
Transcription of soundtrack (written or printed document)	
Copy of record on flash drive (including virtual images and soundtracks)	
Copy of record on compact disc drive (including virtual images and soundtracks)	
Copy of record saved on cloud storage server	

MANNER OF TRANSFER

(Desired manner of delivery of the above record - mark the applicable box with an "X")

Personal inspection of record at registered address of public/private body <i>(including listening to recorded words, information which can be reproduced in sound, or information held on computer or in an electronic or machine-readable form)</i>	
Postal services to postal address	
Postal services to street address	
Courier service to street address	
Facsimile of information in written or printed format (including transcriptions)	
E-mail of information (including soundtracks if possible)	

Cloud share/file transfer	
Preferred language: <i>(Note that if the record is not available in the language you prefer, access may be granted in the language in which the record is available)</i>	

PARTICULARS OF RIGHT TO BE EXERCISED OR PROTECTED <i>If the provided space is inadequate, please continue on a separate page and attach it to this Form. The requester must sign all the additional pages</i>	
Indicate which right is to be exercised or protected:	
Explain why the record requested is required for the exercise or protection of the aforementioned right:	

FEES	
a)	A request fee must be paid before the request will be considered.
b)	You will be notified of the amount of the access fee to be paid.
c)	The fee payable for access to a record depends on the form in which access is required and the reasonable time required to search for and prepare a record.
d)	If you qualify for exemption of the payment of any fee, please state the reason for exemption.
Reason:	

You will be notified in writing whether your request has been approved or denied and if approved the costs relating to your request, if any. Please indicate your preferred manner of correspondence:

Postal address	Facsimile	Electronic communication <i>(Please specify)</i>

Signed at _____ on this _____ day of _____ 20_____

Signature of requester / person on whose behalf request is made

FOR OFFICIAL USE

Reference number:	
Request received by: <i>(state rank, name and surname of information officer)</i>	
Date received:	
Access fees:	
Deposit (if any):	

Signature of Information Officer

FEES IN RESPECT OF PRIVATE BODIES

Item	Description	Amount
1.	The request fee payable by every Requestor	R140.00
2.	Photocopy of A4-size page	R2.00 per page or part thereof.
3.	Printed copy of A4-size page	R2.00 per page or part thereof.
4.	For a copy in a computer-readable form on: (i) Flash drive (to be provided by requestor) (ii) Compact disc <ul style="list-style-type: none"> • If provided by requestor • If provided to the requestor 	R40.00 R40.00 R60.00
5.	For a transcription of visual images per A4-size page	Service to be outsourced. Will depend on quotation from Service provider.
6.	Copy of visual images	Service to be outsourced. Will depend on quotation from Service provider.
7.	Transcription of an audio record, per A4-size page	R24.00
8.	Copy of an audio record on: (i) Flash drive (to be provided by requestor) (ii) Compact disc <ul style="list-style-type: none"> • If provided by requestor • If provided to the requestor 	R40.00 R40.00 R60.00
9.	To search for and prepare the record for disclosure for each hour or part of an hour, excluding the first hour, reasonably required for such search and preparation. To not exceed a total cost of	R145.00 R435.00
10.	Deposit: If search exceeds 6 hours	One third of amount per request calculated in terms of items 2 to 8.
11.	Postage, e-mail or any other electronic transfer	Actual expense, if any.

Part 1

PROCESSING OF PERSONAL INFORMATION IN ACCORDANCE WITH POPIA

Purpose of the Processing of Personal Information	Type of Processing
1 To establish and maintain a business / professional relationship with you;	Collection, recording, organization, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure or destruction.
2 To conduct background checks and relevant due diligence as part of the standard recruitment processes applicable to prospective employees;	
3 To respond to general enquiries submitted through our "contact us" page;	
4 To authenticate your identity in order to provide you with access to certain information belonging to us or third parties, which may be required for purposes of giving effect to a contract or transaction with you;	
5 To gain insight into how our visitors use the website and to improve our website service;	
6 To contribute to research and analytics studies, including use of artificial intelligence and machine learning;	
7 To communicate relevant information to stakeholders;	
8 To comply with applicable laws;	
9 To enforce our terms of use;	
10 To recognise, prevent and investigate cybercriminal attacks of our website; and	
11 For any other purposes that you consent to when you agree to provide it to us, by email or others means of written communication.	

Part 2

Categories of Data Subjects and categories of Personal Information relating thereto

Categories of Data Subjects and categories of Personal Information relating thereto	Data Subject	Personal Information Processed
<p>Customer:</p> <p>➤ <i>Corporate</i></p> <p>Customer Profile information including, account details, payment information, corporate structure, customer risk rating and other customer information including to the extent the categories of information relate to individuals or representatives of customers (e.g., shareholders, directors, etc.) required for the above-mentioned purposes</p> <p>➤ <i>Individual</i></p> <p>Name; contact details (Company E-Mail Address, Company Telephone Number), client details (Home Facsimile Number, Home Postal Address, Home Telephone Number, Personal Cellular, Mobile Or Wireless Number, Personal E-Mail Address); regulatory identifiers (e.g. tax identification number); Account information (Bank Account Currency Code, Bank Account Id, Bank Account Name, Bank Account Number, Bank Account Type, Bank account balance); transaction details and branch details; “know-your customer” data, photographs; other identification and verification data as contained in images of ID card, passport and other ID documents; images of customer signatures)</p>	<ul style="list-style-type: none"> • Natural Persons; • Juristic Persons. 	<p>Personal Information relating to a Data Subject received by or on behalf of the Company from the Customer, Customer affiliates and their respective representatives and related parties in the course of providing accounts and services to the Customer or in connection with a transaction or services. Customer Personal Information may include names, contact details, identification and verification information, nationality and residency information, taxpayer identification numbers, voiceprints, bank account and transactional information (where legally permissible), to the extent that these amount to Personal Information under POPIA.</p>
<p>Payment beneficiaries: Bank Account Currency Code, Bank Account Id, Bank Account Name, Bank Account Number, Bank Account Type; beneficiary address, transaction details; payment narrative and, for certain data transferred from the UK only, National Insurance numbers.</p>		
<p>Personnel:</p> <p>Name; employee ID number; business contact details (address/telephone number/email address)</p>		

Part 3

Recipients of Personal Information

The Company, its affiliates and their respective representatives

Part 4

Cross border transfers of Personal Information

When making authorized disclosures or transfers of Personal Information in terms of section 72 of POPIA, Personal Information provided to intragroup or to our operators is processed at adequate level of protection as per our Privacy Policy and binding agreements.

Part 5

Description of information security measures

The Company undertakes to institute and maintain the data protection measures to accomplish the following objectives outlined below. The Company may use alternative measures and adapt to technological security development, as needed, provided that the objectives are achieved.

1 Access Control of Persons

The Company has implemented suitable measures in order to prevent unauthorized persons from gaining access to the data processing equipment where the data are processed.

2 Data Media Control

The Company has implemented suitable measures to prevent the unauthorized manipulation of media, including reading, copying, alteration or removal of the data media used by the Company and containing personal data of Customers.

3 Data Memory Control

The Company has implemented suitable measures to prevent unauthorized input into data memory and the unauthorized reading, alteration or deletion of stored data.

4 User Control

The Company has implemented suitable measures to prevent its data processing systems from being used by unauthorized persons by means of data transmission equipment.

5 Access Control to Data

The Company represents that the persons entitled to use the Company's data processing system are only able to access the data within the scope and to the extent covered by their respective access permissions (authorization).

6 Transmission Control

The Company has enabled the verification and tracing of the locations / destinations to which the personal information is transferred by utilization of the Company's data communication equipment / devices.

7 Transport Control

The Company has implemented suitable measures to prevent Personal Information from being read, copied, altered or deleted by unauthorized persons during the transmission thereof or during the transport of the data media.

8 Organization Control

The Company maintains its internal organization in a manner that meets the requirements of this Manual.