

Nu-World Industries (South Africa) (Pty) Limited

(Registration Number: 1963/000863/07)

MANUAL

Published in terms of section 51 of the

Promotion of Access to Information Act 2 of 2000

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1 INTRODUCTION

Nu-World Industries (Pty) Limited (the “Company”) conducts business through importing, assembling, marketing and distribution of branded consumer goods.

This Promotion of Access to Information Manual (“Manual”) provides an outline of the type of records and the personal information a company holds, and explains how to submit requests for access to these records in terms of the Promotion of Access to Information Act 2 of 2000 (“PAIA Act”). In addition, it explains how to **access**, or **object to**, personal information held by the Company, or **request correction** of the personal information, in terms of paragraphs 23 and 24 of the Protection of Personal Information Act 4 of 2013 (“POPI Act”).

The PAIA and POPI Acts give effect to everyone’s constitutional right of access to information held by private sector or public bodies, if the record or personal information is required for the exercise or protection of any rights. If a public body lodges a request, the public body must be acting in the public interest. This document explains how the will process personal information (PI). Requests shall be made in accordance with the prescribed procedures, at the rates provided. The forms and tariff are dealt with in section 5.

1.1 Availability of this PAIA Manual

This manual is published on the website at www.nuworld.co.za or alternatively, a copy can be requested from the Company Secretary (see contact details in section 2).

1.2 Availability of guides to the PAIA and POPI Acts

Guides to the PAIA and POPI Acts can be obtained and queries directed to:

PAIA Act	POPI Act
South African Human Rights Commission Promotion of Access to Information Act Unit Research and Documentation Department Private Bag 2700 Houghton Johannesburg	Information Regulator (South Africa
Braampark, Forum 3 33 Hoofd Street Braamfontein Johannesburg, 2001	Braampark, Forum 3 33 Hoofd Street Braamfontein Johannesburg, 2001
Telephone number: (011) 877 3600 Fax number: (011) 484 7146/7 Website : www.sahrc.org.za E-mail : PAIA@sahrc.org.za	Mr Marks Thibela Chief Executive Officer Cell No. +27 (0) 82 746 4173 Email: MThibela@justice.gov.za inforeg@justice.gov.za https://www.justice.gov.za/inforeg/contact.html

2 CONTACT DETAILS

Contact details in terms of PAIA section 51:

Nu-World Industries (Pty) Limited
P.O. Box 8964
Johannesburg
2000

682 Pretoria Main Road
Wynberg
Sandton
2199

Telephone number: 011 321 2252 (Switchboard) Website: www.nuworld.co.za

Duly authorised persons/Information Officer

Bruce Hall Haikney (Company Secretary)
Email: InformationOfficer@nuworld.co.za

3 RECORDS

3.1 Records availability

Function	Subject	Classification no
Communications	Current Product Information	1, 4
	Public Corporate Records	1
	Launches and Events Records	4,5
	Media Releases	1
Human Resources Division	Employee Records	4,5,9
	Employment Contracts	4,5
	Personnel Guidelines, Policies and Procedures	12
	Employee Medical Records	4,5,8
	Employee Disability Insurance Records	4,5
	Employee Pension and Provident Fund Records	4,5
	Payroll Records	4,5
	Recruitment Records	4,5
	In-and-Ex-patriates' Records	4,5
Financial Division	Audited Financial Statements	12
	Tax Records (and Employees)	4,12
	Asset Register	12
	Supplier Records	4,5
	Management Accounts	12
Company Secretary	General Contract Documentation	6,12
	Guidelines, Policies and Procedures	12
	Intellectual Property Records	3
	Employee, customer and supplier information	10
	Immovable Property Records	12
	Statutory Records	12
	Market Information	12,13
Sales and Marketing	Product Brochures	1
	Owner Manuals	4,5
	Customer information and Database	4,5,12
Customer Interaction Centre	Customer Records	4,5
IT Department	Processing, Testing and Development Records	4,5
Facilities Management	Physical Security Records (Visitors, Suppliers, Contractors, Employees)	4,5
	Electronic Access and Identity Management Records (Employees, Contractors)	4,5
	Time and Attendance Records	4,5
Risk Control Centre	Complaints and Investigations Records	4,5

Mail Room	Mail Register	4,5
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3.2 Record classification key

Classification no	Access	Classification
1	May be disclosed	Public Access Documents
2	May not be disclosed	Request after commencement of criminal or civil proceedings (s7)
3	May be disclosed	Subject to copyright
4	Limited disclosure	Personal Information of natural persons that belongs to the requester of that
5	May not be disclosed	Information, or personal information of juristic persons represented by the requestor of that information [s61]
5	May not be disclosed	Unreasonable disclosure of personal information or of Natural person [s63(1)] or Juristic Person [POPI]
6	May not be disclosed	Likely to harm the commercial or financial interests of third party [s64(a)(b)]
7	May not be disclosed	Likely to harm the or third party in contract or other negotiations [s64(c)]
8	May not be disclosed	Would breach a duty of confidence owed to a third party in terms of an Agreement [s65]
9	May not be disclosed	Likely to compromise the safety of individuals or protection of property [s66]
10	May not be disclosed	Legally privileged document [s67]
11	May not be refused	Environmental testing / investigation which reveals public safety / environmental risks [s64(2); s68(2)]
12	May not be disclosed	Commercial information of Private Body [s68]
13	May not be disclosed	Likely to prejudice research and development information of the or a third party [s69]
14	May not be refused	Disclosure in public interest [s70]

4 PROCESSING OF PERSONAL INFORMATION

The Company takes the privacy and protection of personal information very seriously and will only process personal information in accordance with the current South African privacy. Accordingly, the relevant personal information privacy principles relating to the processing thereof (including, but not limited to, the collection, handling, transfer, sharing, correction, storage, archiving and deletion) will be applied to any personal information processed by the Company.

4.1 The purpose of processing of personal information by the Company

We process personal information for a variety of purposes, including but not limited to the following:

- to provide or manage any information, products and/or services requested by data subjects;
- to help us identify data subjects when they contact the Company;
- to maintain customer records;
- for recruitment purposes;
- for employment purposes;
- for apprenticeship purposes;
- for travel purposes;
- for general administration, financial and tax purposes;
- for legal or contractual purposes;
- for health and safety purposes;
- to monitor access, secure and manage our premises and facilities;
- to transact with our suppliers and business partners
- to help us improve the quality of our products and services;
- to help us detect and prevent fraud and money laundering;
- to help us recover debts;
- to carry out analysis and customer profiling; and
- to identify other products and services which might be of interest to data subjects and to inform them about our products and services.

4.2 Categories of data subjects and personal information processed by the Company

Categories of data subjects and personal information processed by the Company include the following:

Categories of Data Subjects	Personal Information processed
Customers and potential customers	Customer personal information
	Customer contracts
	Customer product information
	Customer location information
The Company agents and business partners	Agent/partner personal information
	Agent performance information
	Personal information of agent/partner employees
Suppliers	Supplier personal information
	Supplier bank details
	Personal information of supplier representatives
Employees	Employee personal information
	Employee medical information
	Employee disability information
	Employee Provident Fund Information
	Employee contracts
	Employee performance records
	Payroll records
	Electronic access records
	Physical access records
	Surveillance records
	Health and safety records
	Training records
	Employment history
Time and attendance records	
Job applicants	Curriculum vitae and application forms
	Criminal checks
	Background checks
Visitors	Physical access records
	Electronic access records and scans
	Surveillance records

4.3 Recipients or categories of recipients with whom personal information is shared

We may share the personal information of our data subjects for any of the purposes outlined in Section 4.1, with: the following:

- our other companies within the Nu-World Group of Companies in South Africa and in other countries;
- our service providers and agents who perform services on our behalf.

We do not share the personal information of our data subjects with any third parties, except if:

- we are obliged to provide such information for legal or regulatory purposes;
- we are required to do so for purposes of existing or future legal proceedings;
- we are selling one or more of our businesses to someone to whom we may transfer our rights under any customer agreement we have with you;
- we are involved in the prevention of fraud, loss, bribery or corruption;
- they perform services and process personal information on our behalf;
- this is required to provide or manage any information, products and/or services to data subjects; or
- needed to help us improve the quality of our products and services.

We will send our data subjects notifications or communications if we are obliged by law, or in terms of our contractual relationship with them. We will only disclose personal information to government authorities if we are required to do so by law. Our employees, our agents and our suppliers, are required to adhere to data privacy and confidentiality principles and to attend data privacy training.

4.4 Information security measures to protect personal information

Reasonable technical and organisational measures have been implemented for the protection of PI processed by the Company and its operators. In terms of the PoPIA, operators are third parties that process personal information on behalf of the Company.

We continuously implement and monitor technical and organisational security measures to protect the PI we hold, against unauthorised access, as well as accidental or willful manipulation, loss or destruction.

We will take steps to ensure that operators (suppliers and third parties) that process personal information on behalf of the Company apply adequate safeguards as outlined above.

4.5 Trans-border flows of personal information

We will only transfer PI across South African borders if the relevant business transactions or situation requires trans-border processing, and will do so only in accordance with South African legislative requirements; or if the data subject consents to transfer of their personal information to third parties in foreign countries.

We will take steps to ensure that operators are bound by laws, binding corporate rules or binding agreements that provide an adequate level of protection and uphold principles for reasonable and lawful processing of personal information, in terms of the PoPIA.

We will take steps to ensure that operators that process PI in jurisdictions outside of South Africa, apply adequate safeguards as outlined in Section 4.4.

4.6 Personal information received from third parties

When the receives PI from a third party on behalf of a data subject, we require confirmation that they have written consent from the data subject and has a lawful justification in terms of section 11 of POPIA, to share such information with the group.

5 PRESCRIBED REQUEST FORMS AND FEES

5.1 Form of request

To facilitate the processing of your request, kindly:

- 1) Use the prescribed form attached in this document.
- 2) Address your request to the Company Secretary.
- 3) Provide sufficient detail to enable the Company to identify:
 - a. The record(s) requested.
 - b. The requestor (and, if an agent is lodging the request, proof of capacity).
 - c. The South African postal address, email address or fax number of the requestor.
 - d. The form of access required.
 - e. The South African postal address, email address or fax number of the requestor.
 - f. If the requester wishes to be informed of the decision in any manner (in addition to written) the manner and particulars thereof.
 - g. The right which the requestor is seeking to exercise or protect with an explanation of the reason the record is required to exercise or protect the right.

5.2 Prescribed fees

The following applies to requests (other than personal requests):

- a) A requestor is required to pay the prescribed fees (R100.00) before a request will be processed.
- b) If the preparation of the record requested requires more than the prescribed hours (six), a deposit shall be paid (of not more than one third of the access fee which would be payable if the request were granted).
- c) A requestor may lodge an application with a court against the tender/payment of the request fee and/or deposit.
- d) Records may be withheld until the fees have been paid.
- e) Fees can be found in Appendix 2.

5.3 Access to prescribed forms and fees

The group will, within 30 business days (excludes weekends and public holidays), but not less than 21 days, after receipt of the request, decide whether to grant or decline the request and notify the requester in the manner indicated by the requester in Appendix 1, Part H, by giving reasons (if required) to that effect, to the requester. Only in exceptional circumstances can this time line be less than 21 days.

6 REMEDIES

There is no internal appeal procedures regarding PAIA and POPI Act requests. As such, the decision made by the duly authorised persons in section 2, is final. If a request is denied, the requestor is entitled to apply to a court with appropriate jurisdiction, or the Information Regulator for relief.

APPENDIX 1

PRESCRIBED FORM TO BE COMPLETED BY A REQUESTER

REQUEST FOR ACCESS TO RECORDS OF PRIVATE BODY

Section 53(1) of the Promotion of Access to Information Act, No 2 of 2000 (Act No. 2 of 2000) Regulation 10) – FORM C OF ANNEXURE B and (Section 23 and 25 of the Protection of Personal Information Act, 2013 (Act No. 4 of 2013.)

A. Particulars of private body/responsible party

The head:	
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B. Particulars of person/data subject requesting access to the record

<ul style="list-style-type: none">• The particulars of the person/date subject who requests access to the records must be given below.• Furnish an address and/or email address in the Republic of South Africa to which information is to be sent	
Full name and surname:	
Identity number:	
Postal address:	
Telephone number:	
Email address:	
Capacity in which request is made, when made on behalf of another person:	

C. Particulars of person/data subject requesting access to the record

This section must only be completed if a request for information is made on behalf of another person

Full name and surname:	
Identity number:	

D. Particulars of record

- a) 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.
- b) If the provided space is inadequate, please continue on a separate folio and attach it to this form.
- c) The requester must sign all the additional folios

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

F. Fees

- d) A request for access to a record, other than a record containing PI about yourself, will be processed only after a request fee has been paid.
- e) You will be notified of the amount of the request fee.
- f) The fee payable for access to a record depends on the form in which the access is required, and the reasonable time required to search for and prepare a record.

G. Form of access to record

If you are prevented by a disability to read, view or listen to the record in the form of access provided for in below, state your disability and indicate in which form the record is required.

Disability:	Form in which record is required:
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Mark the appropriate box with an "X".

Notes:

Compliance with your request for access in the specified form may depend on the form in which the record is available.

Access in the form requested may be refused in certain circumstances. In such a case, you will be informed if access will be granted in another form.

The fee payable for access to the record, if any, will be determined partly by the form in which access is requested.

If the record is in written or printed format:

<input type="checkbox"/> Copy of record	<input type="checkbox"/> Inspection of record
---	---

If the record consists of visual images:

(This includes photographs, slides, video recordings, computer-generated images, sketches, etc.)

<input type="checkbox"/> View the images	<input type="checkbox"/> Copy of the images	<input type="checkbox"/> Transcription of the images
--	---	--

If the record consists of recorded words or information which can be reproduced in sound:

<input type="checkbox"/> Listen to the soundtrack (audio cassette)	<input type="checkbox"/> Transcription of soundtrack (written or printed document)
--	--

If the record is held on computer or in an electronic or machine readable form:

<input type="checkbox"/> Printed copy of record	<input type="checkbox"/> Printed copy of information derived from the record	<input type="checkbox"/> Copy in computer-readable form
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<p>If you requested a copy or transcription of a record (above), do you wish the copy or transcription to be posted to you? A postal fee is payable.</p>	
--	--

H. Particulars of right to be exercised or protected:

*If the provided space is inadequate, please continue using a separate folio and attach to this form. **The requestor must sign all the additional folios.***

Indicate which right is to be exercised or protected:

--

Explain why the requested record is required for exercising or protection of the right:

--

I. Notice of decision regarding request for access

You will be notified in writing whether your request has been approved/denied. If you wish to be informed thereof in another manner, please specify the manner and provide the necessary particulars to enable compliance with your request.

How would you prefer to be informed of the decision regarding your request for access to the record?

--

Signed at _____ on this _____ day of _____ 20____

SIGNATURE OF REQUESTER/PERSON ON WHOSE BEHALF REQUEST IS MADE

APPENDIX 2

REPRODUCTION FEES

Where the Company has voluntarily provided the Minister with a list of categories of records that will automatically be made available to any person requesting access thereto, the only charge that may be levied for obtaining such records, will be a fee for reproduction of the record in question.

THE APPLICABLE FEES FOR REPRODUCTION AS REFERRED TO ABOVE ARE:

For every photocopy of an A4-size page or part thereof	R1.10
For every printed copy of an A4-size page or part thereof held on a computer or in electronic or machine-readable form	R0.75
A transcription of visual images, for an A4-size page or part thereof	R40.00
For a copy of visual images	R60.00
A transcription of an audio record, for an A4-size page or part thereof	R20.00
For a copy of an audio record	R30.00
Request fees: Where a requester submits a request for access to PI held by the Company group on a person other than the requester himself/herself, a request fee in the amount of R50.00 is payable upfront before the group will further process the request received.	
Access fees: An access fee is payable in all instances where a request for access to information is granted, except in those instances where payment of an access fee is specially excluded in terms of PAIA or an exclusion is determined by the Minister in terms of Section 54 (8). The applicable access fees which will be payable are:	
For every photocopy of an A4-size page or part thereof	R1.10
For every printed copy of an A4-size page or part thereof held on a computer or in electronic or machine-readable form	R0.75
For every printed copy of an A4-size page or part thereof held on a computer or in electronic or machine-readable form	R0.75
A transcription of visual images, for an A4-size page or part thereof	R40.00
For a copy of visual images	R60.00
A transcription of an audio record, for an A4-size page or part thereof	R20.00

For a copy of an audio record	R30.00
To search for a record that must be disclosed (per hour or part of an hour reasonably required for such search.)	R30.00
Where a copy of a record needs to be posted	The actual postal fee is payable.

Deposits:

Where the Company group receives a request for access to information held on a person other than the requester himself/herself and the information officer upon receipt of the request believes the preparation of the required record of disclosure will take more than 6 (six) hours, a deposit is payable by the requester. The amount of the deposit is equal to one third of the amount of the applicable access fee.

Note: In terms of Regulation 8, Value Added Tax (VAT) must be added to all fees prescribed in terms of the Regulations.