

Masakhane Industries

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HEIDELBERG
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☎ +2716 349 2002
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PRIVACY POLICY

IDENTIFYING INFORMATION & PURPOSE OF PRIVACY POLICY

When you engage with us, you trust us with personal information about yourself, your spouse or dependants. We are committed to protecting your right to privacy. We will take all reasonable steps to keep your personal information safe and confidential. This privacy statement will be effective from the date of POPIA is in force in South Africa.

Where we refer to “process”, it means how we:

- Collect
- Use
- Store
- Make Available
- Destroy
- Update
- Disclose
- Or otherwise deal with your personal information.

As a general rule we will only process your personal information if this is required to:

- Deliver a Service
- Provide a Product
- Carry out a Transaction
- & For employees -HR related personal information required.

We may combine your personal information and use the combined personal information for any of the purposes stated in this Privacy Policy

In this document any reference to “we” or “us” or “our” includes **J & H National Contract TA Masakhane Industries** and any of its subsidiaries.

If you use our services, goods, products and service channels you agree that we may process your personal information as explained under this Privacy Policy. Sometimes you may provide us with consent to process your personal information. Read it carefully because it may limit your rights.



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As a Southern African organisation, this Privacy Policy will apply to the processing of personal information by any member of our company; if we process personal information for another party under a contract or a mandate, the other party's privacy policy will apply to the processing.

We can change this Privacy Policy from time to time if the law or its business practices requires it.

The version of the Privacy Policy displayed on our website will apply to your interactions with us.

WHAT IS PERSONAL INFORMATION

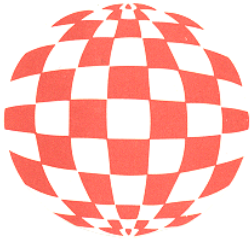
Personal information refers to any information that identifies you or specifically relates to you, your spouse or dependants as described in POPIA. Personal information includes, but is not limited to, the following information about you:

- your demographic information (marital status, national origin, age; language; birth; education);
- your identifying number (like a professional association number, identity number or passport number);
- your e-mail address; physical address (like residential address, work address or your physical location); telephone number;
- your biometric information (your signature; photographs);
- your race; gender; sex; pregnancy; ethnic origin;
- your physical health; mental health; disability;
- your medical history (like your HIV status); employment history;
- your personal views, preferences and opinions;
- your confidential correspondence;
- another's views or opinions about you and your name also constitute your personal information; and / or
- personal information includes special personal information, as explained below.

WHEN WILL WE PROCESS YOUR INFORMATION?

We will only process your personal information for lawful purposes relating to our organisation if the following applies:

- if you have consented thereto;



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- if a person legally authorised by you, the law or a court, has consented thereto;
- if it is necessary to conclude or perform under a contract we have with you;
- if the law requires or permits it;
- if it is required to protect or pursue your, our or a third party's legitimate interest;

WHAT IS SPECIAL PERSONAL INFORMATION

Special personal information is personal information about the following:

- your race (For Example where a company submits reports to the Department of Labour where the statistical information must be recorded);
- your ethnic origin;
- your biometric information (like to verify your identity).

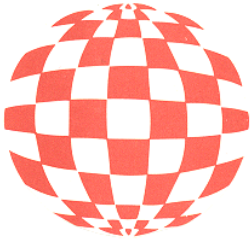
WHEN WILL BE PROCESS YOUR SPECIAL PERSONAL INFORMATION?

We may process your special personal information in the following circumstances:

- if you have consented to the processing;
- if the information is being used to process payments (e.g., in respect to honoraria);
- if the processing is needed to create, use or protect a right or obligation in law;
- if the processing is for statistical or research purposes and all legal conditions are met;
- if the special personal information was made public by you;
- if the processing is required by law;
- if racial information is processed, and the processing is required to identify you.

WHEN AND FROM WHERE WE OBTAIN PERSONAL INFORMATION ABOUT YOU

- We collect personal information from third parties that are directly integrated with our software platform;
- We collect information about you based on your use of our products, services or service channels;
- We collect information about you based on how you engage or interact with us such as via our support desk, emails, letters, telephone calls, surveys and social media enquiries.
- In the general course of business with our clients
- References, online marketing.



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If the law requires us to do so, we will ask for your consent before collecting personal information about you from third parties.

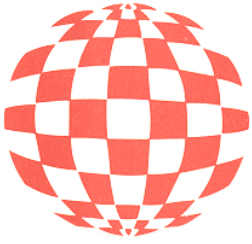
The third parties from whom we may collect your personal information include, but are not limited to, the following:

- Partners of our company for any of the purposes identified in this Privacy Policy;
- your partners, employer, and other similar sources
- people you have authorised to share your personal information, for example a person that makes a travel booking on your behalf;
- attorneys, tracing agents, debt collectors and other persons that assist with the enforcement of agreements;
- payment processing services providers, merchants, banks and other persons that assist with the processing of your payment instructions, like EFT transaction partners.
- insurers, brokers, other financial institutions or other organisations that assist with insurance and assurance underwriting, the providing of insurance and assurance policies and products, the assessment of insurance and assurance claims and other related purposes (linked to travel and events);
- law enforcement and fraud prevention agencies and other persons tasked with the prevention and prosecution of crime;
- regulatory authorities, industry ombudsman, governmental departments, local and international tax authorities;
- trustees, Executors or Curators appointed by a court of law;
- our service providers, agents and sub-contractors like couriers and other persons we use to offer and provide products and services to you;
- courts of law or tribunals;
- participating partners, whether retail or online, in our membership programmes;
- our joint venture partners.

REASONS WE NEED TO PROCESS YOUR PERSONAL INFORMATION

We will process your personal information for the following reasons:

- to provide you with products, goods and services
- to market our products, goods and services to you;
- to respond to your enquiries and complaints;



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- to comply with legislative, regulatory, risk and compliance requirements (including directives, sanctions and rules), voluntary and involuntary codes of conduct and industry agreements or to fulfil reporting requirements and information requests;
- to conduct market and behavioural research, including scoring and analysis to determine if you qualify for products and services or to determine your credit or insurance risk;
- to develop, test and improve products and services for you;
- for historical, statistical and research purposes;
- to process payment instruments.
- to create, manufacture and print payment issues
- to enable us to deliver goods, documents or notices to you;
- for security, identity verification and to check the accuracy of your personal information;
- to communicate with you and carry out your instructions and requests;
- for customer satisfaction surveys, promotional offerings.
- insurance and assurance underwriting and administration
- to enable you to take part in membership programmes, to determine your qualification for participation, or inform you of appropriate products, goods and services you may be interested in;
- to enable you to take part in and make use of value-added products and services;
- for any other related purposes.

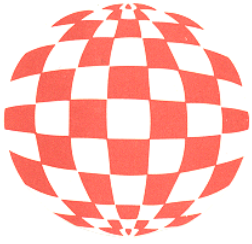
HOW WE USE YOUR PERSONAL INFORMATION FOR MARKETING

- We will use your personal information to market our products services to you.
- We will do this in person, by post, telephone, or electronic channels such as SMS, email and social media.
- We will only market to you by electronic communications with the option to opt out should we forward a sms or “unsubscribe” should we forward an email.
- In all cases you can request us to stop sending marketing communications to you at any time.

WHEN, HOW AND WITH WHOM WE SHARE YOUR PERSONAL INFORMATION

In general, we will only share your personal information if any one or more of the following apply:

- if you have consented to this;



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- if it is necessary to conclude or perform under a contract we have with you;
- if the law requires it; and / or
- if it's necessary to protect or pursue your, our or a third party's legitimate interests.

UNDER WHAT CIRCUMSTANCES WILL WE TRANSFER YOUR INFORMATION TO OTHER COUNTRIES

We will only transfer your personal information to third parties in another country in any one or more of the following circumstances:

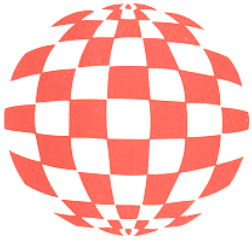
- where your personal information will be adequately protected under the other country's laws or an agreement with the third-party recipient;
- where the transfer is necessary to enter into or perform under a contract with you, or a contract with a third party that is in your interest;
- where you have consented to the transfer; and / or
- where it is not reasonably practical to obtain your consent, and the transfer is in your interest.

This transfer will happen within the requirements and safeguards of the law. Where possible, the party processing your personal information in the other country will agree to apply the same level of protection as available by law in your country or if the other country's laws provide better protection the other country's laws would be agreed to and applied.

Take note: We are not a global organisation, and therefore, your personal information may never be shared in other countries and processed in other countries.

YOUR DUTIES AND RIGHTS ABOUT THE PERSONAL INFORMATION WE HAVE ABOUT YOU

- You must provide proof of identity when enforcing the rights below.
- You must inform us when your personal information changes. You have the right to request access to the personal information we have about you by contacting us. This includes requesting:
 - confirmation that we hold your personal information;
 - a copy or description of the record containing your personal information; and
 - the identity or categories of third parties who have had access to your personal information.



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We will attend to requests for access to personal information within a reasonable time. You may be required to pay a reasonable fee to receive copies or descriptions of records, or information about third parties. We will inform you of the fee before attending to your request. Please note that the law may limit your right to access information.

You have the right to request us to correct or delete the personal information we have about you if it is

- Inaccurate
- Irrelevant
- Excessive
- Out of date
- Incomplete
- Misleading
- Obtained unlawfully
- Or if we are no longer authorized to keep it.

You must inform us of your request in writing. It may take up to 10 business days for the change to reflect on our systems. We may request documents from you to verify the change in personal information.

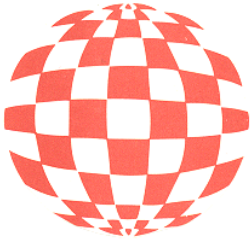
A specific agreement that you have entered into with us may determine how you must change your personal information provided at the time when you entered into the specific agreement. Please adhere to these requirements. If the law requires us to keep the personal information, it will not be deleted upon your request. The deletion of certain personal information may lead to the termination of your business relationship with us.

You may object on reasonable grounds to the processing of your personal information.

We will not be able to give effect to your objection if the processing of your personal information was and is permitted by law; you have provided consent to the processing and our processing was done according to your consent or the processing is necessary to conclude or perform under a contract with you.

Where you have provided your consent for the processing of your personal information, you may withdraw your consent. If you withdraw your consent, we will explain the consequences to you. We may proceed to process your personal information even if you have withdrawn your consent if the law permits or requires it. It may take up to 10 business days for the change to reflect on our systems, during this time we may still process your personal information. You must inform us of any objection in writing.

You have a right to file a complaint with us or any Regulator with jurisdiction about an alleged



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contravention of the protection of your personal information by us. We will address your complaint as far as possible.

HOW WE SECURE YOUR PERSONAL INFORMATION

- We will take appropriate and reasonable technical and organisational steps to protect your personal information according to industry best practices. Our security measures (including physical, technological and procedural safeguards) will be appropriate and reasonable. This includes the following:
 - keeping our systems secure (like monitoring access and usage);
 - storing our records securely;
 - controlling the access to our buildings, systems and/or records;
 - safely destroying or deleting records; and
 - ensuring compliance with industry standards.

HOW LONG DO WE KEEP YOUR PERSONAL INFORMATION?

We will keep your personal information for as long as:

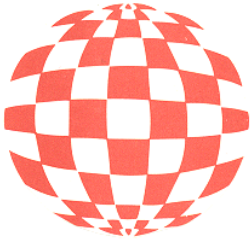
- the law requires us to keep it;
- a contract between you and us requires us to keep it;
- you have consented for us to keep it;
- we are required to keep it to achieve the purposes listed in this Privacy Policy;
- we require it for statistical or research purposes;
- a code of conduct requires us to keep it; and / or
- we require it for our lawful business purposes.

Take note: We may keep your personal information even if you no longer have a relationship with us, for the historical data that may be required by a relevant authority.

OUR COOKIE POLICY

Should our website collect cookies:

A cookie is a small piece of data sent from our websites or applications to your computer or device hard drive or Internet browser where it is saved. The cookie contains information to



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personalise your experience on our websites or applications and may improve your experience on the websites or applications. The cookie will also identify your device (computer or smart phone).

By using our websites or applications you agree that cookies may be forwarded from the relevant website or application to your computer or device. The cookie will enable us to know that you have visited the website or application before and will identify you. We may also use the cookie to prevent fraud and for analytics.

We may change this Privacy statement at any time. Should you have any concerns and if you believe that we have used your personal information contrary to this Privacy Statement, you should first attempt to resolve any concerns with us. You can do this by contacting Masakhane's information officer at the following address:

admin@masakhane.com

Updated 30/09/2021