

PFI PAIA & POPIA MANUAL

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1. Definitions

As per the context of the Protection of Personal Information Act (POPIA) and the Promotion of Access to Information Act (PAIA), the following definitions are applicable:

“Data Subject” means the person to whom personal information relates.

“Information Officer” means the person acting on behalf of the Company and discharging the duties and responsibilities assigned to the “head” of the Company by the Acts; The Information Officer is duly authorised to act as such, and such authorisation has been confirmed by the “head” of the Company in writing;

“Personal Information” means information about an identifiable individual, including, but not limited to-

- a) information relating to the race, gender, sex, pregnancy, marital status, national, ethnic or social origin, colour, sexual orientation, age, physical or mental health, well-being, disability, religion, conscience, belief, culture, language and birth of the individual;
- b) information relating to the education or the medical, criminal or employment history of the individual or information relating to financial transactions in which the individual has been involved;
- c) any identifying number, symbol or other particular assigned to the individual;
- d) the address, fingerprints or blood type of the individual;
- e) the personal opinions, views or preferences of the individual, except where they are about another individual or about a proposal for a grant, an award or a prize to be made to another individual;
- f) correspondence sent by the individual that is implicitly or explicitly of a private or confidential nature or further correspondence that would reveal the contents of the original correspondence;
- g) the views or opinions of another individual about the individual;
- h) the views or opinions of another individual about a proposal for a grant, an award or a prize to be made to the individual, but excluding the name of the other individual where it appears with the views or opinions of the other individual; and
- i) the name of the individual where it appears with other personal information relating to the individual or where the disclosure of the name itself would reveal information about the individual, but excludes information about an individual who has been dead for more than 20 years.

“Personnel” means any person who works for or provides services to or on behalf of the Company and receives or is entitled to receive any remuneration. This includes, without limitation, directors (both executive and non-executive), all permanent, temporary, and part-time staff as well as contract workers.

“Processing” means any operation or activity or any set of operations, whether or not by automatic means, concerning personal information, including –

- a) The collection, receipt, recording, organisation, collation, storage, updating, or modification, retrieval, alteration, consultation or use;
- b) Dissemination by means of transmission, distribution or making available in any other form; or
- c) Merging, linking, as well as restriction, degradation, erasure or destruction of information.

“Record” means any recorded information, regardless of form or medium, which is in the possession or under the control of the Company, irrespective of whether it was created by the Company.

“Request” means a request for access to a record of the Company.

“Requestor” means any person, including a public body or an official thereof, making a request for access to a record of the Company and includes any person acting on behalf of that person.

“Responsible Party” means a public or private body or any other person which, alone or in conjunction with others, determines the purpose and means for processing personal information.

“Unique Identifier” means any identifier that is assigned to a data subject and is used by a responsible party for the purposes of the operations of that responsible party and that uniquely identifies that data subject in relation to that responsible party.

“SAHRC” means the South African Human Rights Commission.

2. Introduction

This Manual is published in terms of Section 51 of the Promotion of Access to Information Act (PAIA), 2 of 2000, and describes the type of records held by the organisation and also details the procedures for data subjects to access applicable personal information records.

As per Section 17 of the Protection of Personal Information Act (POPIA), 2013, a responsible party must maintain the documentation of all processing operations under its responsibility as referred to in section 14 or 51 of the Promotion of Access to Information Act.

The process of requesting information in terms of the Act is subjected to applicable legislative and/or regulatory requirements, and the applicable request forms are available as Annexures within this manual.

Enquiries regarding PAIA and POPIA, can be made via the following channels:

PAIA

The South African Human Rights Commission
PAIA Unit (the Research and Documentation Department)
Postal address: Private Bag 2700, Houghton, 2041
Telephone: +27 11 484-8300
Fax: +27 11 484-7146
Website: www.sahrc.org.za
Email: PAIA@sahrc.org.za

POPIA

The Information Regulator (South Africa)
JD House
27 Stiemens Street
Braamfontein
Johannesburg
2001
Website: www.justice.gov.za
Email: inforeq@justice.gov.za

3. Company Detail

The Pet food Industry Association of Southern Africa (PFI) is an industry body that was formed by South African pet food manufacturers. PFI acts as representative and spokesperson for its members and the entire South African pet food industry. Its members are dedicated to upholding internationally accepted standards of quality and safety in pet nutrition and have committed themselves to manufacturing and marketing pet food in a manner that puts the wellbeing of household pets first. Membership of the PFI is not compulsory for all pet food manufactures, brand owners, distributors or suppliers to the industry. Those that have elected to become members, publicly commit to upholding international standards of quality & safety, aligning themselves with ethical and safe food processes and are dedicated to upholding quality standards and safety in terms of pet nutrition.

The PFI appears on various platforms as representative of the pet food industry in South Africa, including the Department of Agriculture, Land Reform and Rural Development (DALRRD), SABS, Advertising Regulatory Board (ARB), AgriSETA and NRCS.

| Company Detail | |
|------------------------|---|
| Executive Director | Dominique Kuhlmann |
| Contact Detail | dominique@pfisa.co.za / 0829034986 |
| Information Officer | Dominique Kuhlmann |
| Contact Detail | dominique@pfisa.co.za / 0829034986 |
| Company Address | PO Box 85457, Emmarentia 2029 |
| Company Contact Detail | info@pfisa.co.za / 0829034986 |
| Company Website | www.pfisa.co.za |

The latest copy of this manual is available on the company website (www.pfisa.co.za) and can also be requested from the Information Officer at the PFI. Above table lists the relevant contact detail.

4. Company Records

Categories of information held by the PFI differ per membership category and are outlined in the following table:

| Internal | |
|--------------------|-------------------------------|
| Category | Records |
| Company Act | |
| | Company registration document |
| Financial Records | |
| | Annual Financial Statements |
| | Bank Accounts and statements |
| | Asset Registers |
| | Internal Accounting Records |
| Income Tax | |
| | VAT records |
| | SARS records |
| Personnel | |
| | Address Lists |
| | Employment contracts |
| | CV's |
| Procurement | |
| | Supplier agreements |
| Sales | |
| | Advertising material |
| | Member details |
| Member Information | (detailed below) |
| | |

| Ordinary member | |
|-------------------|--|
| Category | Records |
| Company Act | |
| | Company registration document |
| | Franchisee registration and documentation (if applicable) |
| | Copy of company letterhead |
| | |
| Financial Records | |
| | Annual turnover disclosure (for calculation of annual fees) |
| | |
| Personnel | |
| | List of natural scientists employed by the organization and their details |
| | |
| Procurement | |
| | A list of the pet foods manufactured/distributed/marketed |
| | Proof of registration of the pet food/s in terms of Act 36 that is current |
| | Where the company is a supplier of ingredients or additives requiring registration under Act 36: proof of the registrations |
| | |
| Operations | |
| | A copy of an independently audited Good Manufacturing Practice (GMP) certification, namely <i>SANS 10330 – food safety management: requirements for a food safety system based on prerequisite programmes and hazard analysis and critical control point (HACCP) principles</i> (or higher) applicable to each of the manufacturing facilities utilized. |
| | If pet foods are manufactured by a third-party: the address of manufacturing facility and a letter from the manufacturer, attesting to this fact, together with their independent GMP certification. |
| | |
| Governance | |
| | Access to recall plans per facility |
| | |

| Affiliate member | |
|------------------|--|
| Category | Records |
| Company Act | |
| | Company registration document |
| | Franchisee registration and documentation (if applicable) |
| | Copy of company letterhead |
| | |
| Personnel | |
| | List of natural scientists employed by the organization and their details |
| | |
| Procurement | |
| | A list of the raw materials manufactured/distributed/marketed |
| | Where the company is a supplier of ingredients or additives requiring registration under Act 36: proof of the registrations (that are current) |
| | |
| Operations | |
| | Where the company is a supplier of ingredients or additives requiring registration under Act 36 - a copy of an independently audited Good |

| | |
|------------|--|
| | Manufacturing Practice (GMP) certification, namely <i>SANS 10330 – food safety management: requirements for a food safety system based on prerequisite programmes and hazard analysis and critical control point (HACCP) principles</i> (or higher) applicable to each of the manufacturing facilities utilized. |
| Governance | |
| | Access to recall plans per facility |
| | |

| Associate member | |
|------------------|---|
| Category | Records |
| Company Act | |
| | Company registration document |
| | Franchisee registration and documentation (if applicable) |
| | Copy of company letterhead |
| Personnel | |
| | List of natural scientists employed by the organization and their details |
| | |

| Special Affiliate member | |
|--------------------------|--|
| Category | Records |
| Company Act | |
| | Company registration document |
| | Franchisee registration and documentation (if applicable) |
| | Copy of company letterhead |
| Personnel | |
| | List of natural scientists employed by the organization and their details |
| Sales | |
| | A list of the pet foods sold/distributed/marketed by the business |
| Operations | |
| | Photographs of the store, from all angles, to showcase all areas of the store |
| | Proof of monthly pest control and/or fumigation |
| | If live animals (of any sort) are present within the store, whether for sale or adoption the following must be supplied: <ul style="list-style-type: none"> • A comprehensive list of all animal types • Clear, close-up photographs of their enclosures • An affidavit attesting to the fact that such animals are responsibly bred, supplying details of their daily routine and how they are treated, fed and rehomed • Proof of vaccination and deworming of animals before entering the store |
| | |

5. Records held as per Legislations

Information is retained in terms of the following legislations and is usually available only to the persons or entities specified in such legislation. Although we have used our best efforts to supply a list of applicable legislation, it is, however, possible that this list may be incomplete.

- a. Basic Conditions of Employment No. 75 of 1997
- b. Companies Act No. 61 of 1973
- c. Compensation for Occupational Injuries and Health Diseases Act No.130 of 1993
- d. Constitution of the Republic of South Africa 2008
- e. Consumer Affairs (Unfair Business Practices) Act No. 71 of 1988
- f. Copyright Act, No 98 of 1978;
- g. Debtor Collectors Act No. 114 of 1998
- h. Electronic Communications Act, No 36 of 2005;
- i. Employment Equity Act No. 55 of 1998
- j. Finance Act No. 35 of 2000
- k. Financial Services Board Act No. 97 of 1990
- l. Financial Relations Act No. 65 of 1976
- m. Harmful Business Practices Act No. 23 of 1999
- n. Income Tax Act No. 95 of 1967
- o. Insurance Act No 27 of 1943
- p. Intellectual Property Laws Amendments Act No. 38 of 1997
- q. Labour Relations Act No. 66 of 1995
- r. Medical Schemes Act No. 131 of 1998
- s. Occupational Health & Safety Act No. 85 of 1993
- t. Pension Funds Act No. 24 of 1956
- u. Short Term Insurance Act No. 53 of 1998
- v. Skills Development Levies Act No. 9 of 1999
- w. Unemployment Contributions Act No. 4 of 2002
- x. Unemployment Insurance Act No. 63 of 2001
- y. Value Added Tax Act No. 89 of 1991
- z. Financial Intelligence Centre Act, no. 38 of 2001
- aa. Financial Advisory and Intermediary Services Act, no. 37 of 2002
- bb. Fertilizers, Farm feeds, Agricultural remedies and Stock remedies Act, no. 36 of 1947

6. Protection of Personal Information

PII is capturing, processing, storing, and communicating Personal Identifiable Information (PII) to perform its business functions. It is accountable and a responsible party in ensuring that the PII of a Data Subject:

- a. is processed lawfully, fairly, and transparently.
- b. is processed only for the purposes for which it was collected for.
- c. will not be processed for a secondary purpose unless consent is provided.
- d. is accurate and kept up to date;
- e. will not be kept for longer than necessary;
- f. 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, processed, and communicated.
- g. is processed in accordance with the rights of Data Subjects, where applicable.

7. Rights of Data Subjects

Data subjects have the following rights:

- To be notified that their Personal Information is being collected.
- To be notified in the event of a data breach.
- To know whether PFI 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.
- To request the correction or deletion of inaccurate, irrelevant, excessive, out of date, incomplete, misleading, or unlawfully obtained personal information.
- To object to the use of their Personal Information and request the deletion of such PII. Deletion is, however, subject to the record keeping requirement of PFI as well as the regulations and legislations to be adhered to.
- To object to the processing of Personal Information for purposes of direct marketing by means of unsolicited electronic communications.
- To complain to the Information Regulator regarding an alleged infringement of any of the rights protected under POPI and to institute civil proceedings regarding the alleged noncompliance with the protection of his, her or its personal information.

8. Information security measures

PFI is committed to protect the integrity and confidentiality of personal information in its possession and under its control, by the implementation of a security strategy that includes technical and organisational measures.

Personal information is held in the strictest confidence by the PFI's office and is not accessible by parties out of the organisation, nor is personal information disclosed to any third parties. Membership applications are put forward to the Board based on the PFI's own interrogation of the information supplied. If all requirements are met the PFI puts a new application forward to the Board for ratification, but does not disclose the specifics of those requirements.

9. Request for Information

In terms of POPIA, a data subject may, upon providing proof of identity, request the PFI to confirm the information being held about the data subject. The data subject may also request access to the information being held, including information about the identity of third parties who have or have had access to such information. The data subject is allowed at any time, to object to the processing of information by the PFI, unless legislation provides for such processing.

The requester must comply with all the procedural requirements contained in the Act relating to the request for access to a record. In order to request the information, the prescribed form (see Form C attached to this document) must be completed, and the requester fee (if applicable) be paid to the Information Officer. The prescribed time periods will not commence until the requester has furnished all the necessary and required information. The Information Officer shall serve a record, if possible, and grant only access to that portion requested and which is not prohibited from being disclosed.

The request will be processed within a 30 (thirty) day period, and the outcome of the request will be communicated in writing. This period may be extended by an additional 30 days depending on the complexity of the request requirements.

The process to request information from the PFI is as follows:

- Email the Information Office on info@pfisa.co.za the specifics of your request
- Acknowledgement of your request will be given within 24 – 48 hours
- The request will be processed within a 30 (thirty) day period

10. Objection to the Processing of PII

Section 11 (3) of POPI and regulation 2 of the POPIA Regulations provides that a Data Subject may, at any time object to the Processing of his/her/its PII by following the process stipulated in this manual.

- Email the Information Office on info@pfisa.co.za the specifics of your objection
- Acknowledgement of your request will be given within 24 – 48 hours
- The request will be processed within a 30 (thirty) day period and an outcome to the objection communicated

11. Request for correction or deletion of PII

Section 24 of POPI and regulation 3 of the POPI Regulations provides that a Data Subject may request for their Personal Information to be corrected/deleted in the prescribed form. To ensure the lawfulness and correctness of the data, the data subject may also request the PFI to correct or delete personal information about the data subject in its possession or under its control that is inaccurate, irrelevant, excessive, out of date, incomplete, misleading or obtained unlawfully; or destroy or delete a record of personal information about the data subject that the company is no longer authorised to retain in terms of POPIA's retention and restriction of records provisions.

- Email the Information Office on info@pfisa.co.za the specifics of your request
- Where the request is for personal information to be deleted for a primary contact, marketing contact or financial contact for the member company, it is requested that an alternative contact be proved (name, email address and cell number)
- Acknowledgement of your request will be given within 24 – 48 hours
- The request will be processed within a 30 (thirty) day period

12. Fees

Where an institution 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.

PAIA provides for two types of fees, namely a request fee and an access fee:

- Request fee: This is a non-refundable administration fee paid by all requestors with the exclusion of personal requestors. It is paid before the request is considered. Where a requester submits a request for access to information held by an institution on a person other than the requester himself/herself, a request fee in the amount of R50-00 is payable up-front before the institution will further process the request received.
- Access fee: This is paid by all requestors only when access is granted. This fee is intended to reimburse the private body for the costs involved in searching for a record and preparing it for delivery to the requestor. 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 the Act or an exclusion is determined by the Minister in terms of Section 54(8)

PFI may withhold a record until the request fee has been paid.

| Item for Reproduction and/or Access | Fee (ZAR) |
|--|-----------|
| For every photocopy of a a4-size page or part thereof | 1.10 |
| For every printed copy of an A4-size page or part thereof held on a Computer or in electronic or machine readable form | 0.75 |
| For a copy in computer-readable form on: | |
| - 3.5" magnetic disc | 7.50 |
| - Optical compact disc | 70.00 |
| A transcription of visual images, for an A4-size page or part thereof | 40.00 |
| For a copy of visual images | 60.00 |

| | |
|---|------------------|
| A transcription of an audio record, for an A4-size page or part thereof | 20.00 |
| For a copy of an audio record | 30.00 |
| | |
| Item for Access | Fee (ZAR) |
| To search for a record that must be disclosed | 30.00 |
| | |

Deposits

Where the institution 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 is of the opinion that 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 1/3 (one third) of the amount of the applicable access fee.



REPUBLIC OF SOUTH AFRICA

FORM C
REQUEST FOR ACCESS TO RECORD OF PRIVATE BODY
(Section 53(1) of the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000))
[Regulation 10]

A. Particulars of private body

The Head:

B. Particulars of person requesting access to the record

(a) The particulars of the person who requests access to the record must be given below.
(b) The address and/or fax number in the Republic to which the information is to be sent must be given.
(c) Proof of the capacity in which the request is made, if applicable, must be attached.

Full names and surname:

Identity number:

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|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|

Postal address:

Telephone number: () Fax number: ()

E-mail address:

Capacity in which request is made, when made on behalf of another person:

C. Particulars of person on whose behalf request is made

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

Full names and surname:

Identity number:

| | | | | | | | | | | | | | | |
|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| | | | | | | | | | | | | | | |
|--|--|--|--|--|--|--|--|--|--|--|--|--|--|--|

FORM C: REQUEST FOR ACCESS TO RECORD OF PRIVATE BODY

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. The requester must sign all the additional folios.

1. Description of record or relevant part of the record:

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|--|
| |
| |
| |
| |

2. Reference number, if available:

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|--|
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| |

3. Any further particulars of record:

| |
|--|
| |
| |
| |
| |

E. Fees

- (a) A request for access to a record, other than a record containing personal information about yourself, will be processed only after a request fee has been paid.
- (b) You will be notified of the amount required to be paid as the request fee.
- (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 for exemption from payment of fees:

| |
|--|
| |
| |
| |
| |
| |

FORM C: REQUEST FOR ACCESS TO RECORD OF PRIVATE BODY

F. 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 1 to 4 below, state your disability and indicate in which form the record is required.

| | |
|--|--|
| Disability: <input style="width: 90%;" type="text"/> | Form in which record is required: <input style="width: 95%; height: 40px;" type="text"/> |
| Mark the appropriate box with an X . | |
| NOTES: | |
| (a) Compliance with your request for access in the specified form may depend on the form in which the record is available. | |
| (b) 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. | |
| (c) The fee payable for access to the record, if any, will be determined partly by the form in which access is requested. | |

| | | | |
|---|---|--------------------------|--|
| 1. If the record is in written or printed form: | | | |
| <input type="checkbox"/> | copy of record* | <input type="checkbox"/> | inspection of record |
| 2. If 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"/> | | <input type="checkbox"/> | transcription of the images* |
| 3. If 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) |
| 4. If 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"/> | | <input type="checkbox"/> | copy in computer readable form* (stiffy or compact disc) |

| | | |
|--|------------------------------|-----------------------------|
| *If you requested a copy or transcription of a record (above), do you wish the copy or transcription to be posted to you? Postage is payable. | YES <input type="checkbox"/> | NO <input type="checkbox"/> |
|--|------------------------------|-----------------------------|

G. Particulars of right to be exercised or protected

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

1. Indicate which right is to be exercised or protected:

| |
|--|
| |
| |
| |

2. Explain why the record requested is required for the exercise or protection of the aforementioned right:

| |
|--|
| |
| |
| |

FORM C: REQUEST FOR ACCESS TO RECORD OF PRIVATE BODY

H. 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 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 this day, of year

.....
SIGNATURE OF REQUESTER /
PERSON ON WHOSE BEHALF REQUEST IS MADE