

**PAPIA MANUAL
OF
MIDRAND TARPAULIN CC
(Private Body)**

Prepared and compiled on 2022-02-16 in accordance with Section 51 of the Promotion of Access to Information Act, No 2 of 2000 (as amended) in respect of Midrand Tarpaulin CC.

Registration number: 1997/61309/23

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Contents

1.	INTRODUCTION	1
2.	THE ACT.....	2
3.	PURPOSE OF THE MANUAL.....	2
4.	CONTACT DETAILS:.....	3
5.	GENERAL INFORMATION:.....	3
6.	GUIDE ON HOW TO USE PAIA AND HOW TO OBTAIN ACCESS TO THE GUIDE	4
7.	RECORDS AUTOMATICALLY AVAILABLE TO THE PUBLIC.....	5
8.	RECORDS OF THE PRIVATE BODY	5
9.	RECORDS REQUIRED IN TERMS OF LEGISLATION	6
10.	PROCESSING OF PERSONAL INFORMATION	6
11.	REQUEST PROCEDURE FOR OBTAINING INFORMATION	9
12.	FEES	10
13.	GROUND FOR REFUSAL OF ACCESS TO INFORMATION.....	10
14.	DECISION.....	11
15.	AVAILABILITY OF THE MANUAL	11

1. INTRODUCTION

Midrand Tarpaulin, trading as Midrand Tarp & Tent, conducts business as a manufacturer of high-quality PVC and canvas products.

Our VISION is to be the tarpaulin and tent manufacturer of choice in Sub-Saharan Africa and to provide our customers with the best client service experience from beginning to end.

Our MISSION is to provide high-quality tarpaulins and tents to churches, event planners, sport entities, transport companies, the mining and hospitality industry and many more. Through combined quality care, low-cost production, and friendly and efficient service, we aim to exceed our customer's expectations. We strive to build a culture that continuously bring superior products to the market through our product leadership. Our values will allow our clients peace of mind when acquiring one of our proudly South-African products.

2. THE ACT

The Promotion of Access to Information Act, No 2 of 2000 (“The Act”) was enacted on 3 February 2000, giving effect to the right of access to any information held by Government, as well as any information held by another person who is required for the exercising or protection of any rights. This right is entrenched in the Bill of Rights in the Constitution of South Africa. Where a request is made in terms of The Act, the body to which the request is made is not obliged to release the information, except where The Act expressly provides that the information may or must be released. The Act sets out the requisite procedural issues attached to such request.

3. PURPOSE OF THE MANUAL

In order to promote effective governance of private bodies, it is necessary to ensure that everyone is empowered and educated to understand their rights in terms of The Act in order for them to exercise their rights in relation to public and private bodies. Section 9 of The Act, however, recognizes that such right to access to information cannot be unlimited and should be subject to justifiable limitations, including, but not limited to:

- limitations aimed at the reasonable protection of privacy;
- commercial confidentiality; and
- effective, efficient and good governance,

And in a manner that balances that right with any other rights, including such rights contained in the Bill of Rights in the Constitution.

Wherever reference is made to “Private Body” in this manual, it will refer to Midrand Tarpaulin CC.

This PAIA Manual assist you to:

- 3.1. check the categories of records held by Midrand Tarpaulin CC which are available without a person having to submit a formal PAIA request;
- 3.2. have a sufficient understanding of how to make a request for access to a record of Midrand Tarpaulin CC, by providing a description of the subjects on which Midrand Tarpaulin CC holds records and the categories of records held on each subject;
- 3.3. know the description of the records of Midrand Tarpaulin CC which are available in accordance with any other legislation;
- 3.4. access all the relevant contact details of the Information Officer and Deputy Information Officer who will assist you with the records you intend to access;
- 3.5. know the description of the guide on how to use PAIA, as updated by the Regulator and how to obtain access to it;
- 3.6. know if Midrand Tarpaulin CC will process personal information, the purpose of processing of personal information and the description of the categories of data subjects and of the information or categories of information relating thereto;
- 3.7. know the description of the categories of data subjects and of the information or categories of information relating thereto;
- 3.8. know the recipients or categories of recipients to whom the personal information may be supplied;

- 3.9. know if Midrand Tarpaulin CC has planned to transfer or process personal information outside the Republic of South Africa and the recipients or categories of recipients to whom the personal information may be supplied; and
- 3.10. know whether Midrand Tarpaulin CC has appropriate security measures to ensure the confidentiality, integrity and availability of the personal information which is to be processed.

4. CONTACT DETAILS:

Information Officer:

Noelene van Maarleveld
Chief Executive Officer

Postal Address:

PO Box 50083
Randjesfontein
1683

Physical Address:

62A Gazelle Avenue
Corporate Park South
Midrand
1683

Telephone No:

Landline nr: 011 314 8596
Cell nr: 082 601 5714

E-mail:

admin@midrandtarpandtent.co.za

Deputy Information Officer:

N/A

5. GENERAL INFORMATION:

Name of Private Body:

Midrand Tarpaulin CC

Registration No:

1997/61309/23

Postal Address:

PO Box 50083
Randjesfontein
1683

Physical Address (or principal place of business):

62A Gazelle Avenue
Corporate Park South
Midrand
1683

Telephone No:

Landline nr: 011 314 8596
Cell nr: 082 601 5714

E-mail:

admin@midrandtarpandtent.co.za

Website:

www.midrandtarpandtent.co.za

6. GUIDE ON HOW TO USE PAIA AND HOW TO OBTAIN ACCESS TO THE GUIDE

- 6.1. The Regulator has, in terms of section 10(1) of PAIA, as amended, updated and made available the revised Guide on how to use PAIA ("Guide"), in an easily comprehensible form and manner, as may reasonably be required by a person who wishes to exercise any right contemplated in PAIA and POPIA.
- 6.2. The Guide is available in each of the official languages.
- 6.3. The aforesaid Guide contains the description of:
 - 6.3.1. the objects of PAIA and POPIA;
 - 6.3.2. the postal and street address, phone and fax number and, if available, electronic mail address of:
 - 6.3.2.1. the Information Officer of every public body, and
 - 6.3.2.2. every Deputy Information Officer of every public and private body designated in terms of section 17(1) of PAIA and section 56 of POPIA;
 - 6.3.3. the manner and form of a request for:
 - 6.3.3.1. access to a record of a public body contemplated in section 11 of PAIA; and
 - 6.3.3.2. access to a record of a private body contemplated in section 50 of PAIA;
 - 6.3.4. the assistance available from the IO of a public body in terms of PAIA and POPIA;
 - 6.3.5. the assistance available from the Regulator in terms of PAIA and POPIA;
 - 6.3.6. all remedies in law available regarding an act or failure to act in respect of a right or duty conferred or imposed by PAIA and POPIA, including the manner of lodging:
 - 6.3.6.1. an internal appeal;
 - 6.3.6.2. a complaint to the Regulator; and
 - 6.3.6.3. an application with a court against a decision by the information officer of a public body, a decision on internal appeal or a decision by the Regulator or a decision of the head of a private body;
 - 6.3.7. the provisions of sections 14 and 51 of PAIA requiring a public body and private body, respectively, to compile a manual, and how to obtain access to a manual;
 - 6.3.8. the provisions of sections 15 and 52 of PAIA providing for the voluntary disclosure of categories of records by a public body and private body, respectively;

- 6.3.9. the notices issued in terms of sections 22 and 54 of PAIA regarding fees to be paid in relation to requests for access; and
- 6.3.10. the regulations made in terms of section 92 of PAIA.
- 6.4. Members of the public can inspect or make copies of the Guide from the offices of the public and private bodies, including the office of the Regulator, during normal working hours.
- 6.5. The Guide can also be obtained:
 - 6.5.1. upon request to the Information Officer;
 - 6.5.2. from the website of the Regulator (<https://www.justice.gov.za/inforeg/>).
- 6.6. A copy of the Guide is also available in two official languages, for public inspection during normal office hours.

7. RECORDS AUTOMATICALLY AVAILABLE TO THE PUBLIC

Category of records	Types of the Record	Availability
Product information	Information relating to our service, service offering and products	Freely available
Public facing policies and notices	Privacy Notice, Cookie Policy, Terms and Conditions, PAIA Manual	Freely available

8. RECORDS OF THE PRIVATE BODY

This clause serves as a reference to the records that the **Private Body** holds in order to facilitate a request in terms of **The Act**. The information is classified and grouped according to records relating to the following subject and categories: It is recorded that the accessibility of the documents listed herein below, may be subject to the grounds of refusal set out hereinafter.

General

- VAT Records
- Tax Records
- PAYE Records
- UIF Records
- SDL Records
- Management Accounts and Audited Financial Statements
- Asset Register

Operating system

- Invoice
- Weekly / monthly / quarterly / annual statement
- Debit note
- Credit note

Operational Documents and Records

- Promotional material
- Written policies regarding business plan / activities
- Written service specification

- Product / service manuals
- Work instruction manuals
- Customer database
- Payment in respect of goods / services based on C.O.D. / 30day and longer
- Sales records
- Company profile

9. RECORDS REQUIRED IN TERMS OF LEGISLATION

Records are kept in accordance with legislation applicable to Midrand Tarpaulin CC, which includes but is not limited to, the following:

- Labour Relations Act, 66 of 1995
- Employment Equity Act, 55 of 1998
- Electronic Communications and Transactions Act 36 of 2005
- Basic Conditions of Employment Act, 75 of 1997
- Broad Based Economic Empowerment Act, 53 of 2003
- Compensation for Occupational Injuries and Diseases Act,130 of 1993
- Constitution of the Republic of South Africa, 108 of 1996
- Companies Act, 61 of 1973
- Unemployment Insurance Act, 63 of 2001
- Consumer Protection Act, 68 of 2008
- Value Added Tax Act, 89 of 1991
- Skills Development Act, 9 of 1997
- Skills Development Levy Act, No. 9 of 1999
- Income Tax Act, 58 of 1962
- Financial Intelligence Centre Act, 38 of 2001
- Protection of Personal Information Act, 4 of 2013
- Intellectual Property Laws Amendment Act, 38 of 1997
- Trademarks Act, 194 of 1993
- Reference to the above-mentioned legislation shall include subsequent amendments and secondary legislation to such legislation.

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

10. PROCESSING OF PERSONAL INFORMATION

10.1. Purpose of Processing Personal Information

We may process personal information for various reasons, including but not limited to the following:

- To gather contract information;

- To maintain customer records;
- For employment purposes;
- For general administration;
- For legal, contractual, financial and/or tax purposes
- To manage information, products and/or services requested by data subjects;
- Health and safety purposes;
- For the detection and prevention of fraud, crime, money laundering or other malpractice;
- To conduct market or customer satisfaction research or for statistical analysis;
- For audit and record keeping purposes;
- In connection with legal proceedings.

10.2. Description of the categories of Data Subjects and of the information or categories of information relating thereto:

Categories of Data Subjects	Personal Information that may be processed
Customers	Name, surname, company name, address, contact details, invoice amounts, VAT and company registration nrs
Service Providers	Name, surname, company name, address, contact details, invoice amounts, VAT and company registration nrs
Employees	Name, surname, email, telephone nr, cell, nr, names of family members, ID, date of birth, gender, salary, banking details, SARS details, provident fund details, sick note, disciplinary information, trade union information
Job Applicants	Name, surname, contact details, address, ID nr, work history

10.3. The recipients or categories of recipients to whom the personal information may be supplied

Category of personal information	Recipients or categories of recipients to whom the personal information may be supplied
Name, surname, company name, address, contact details, invoice amounts, VAT and company registration nrs for auditing	Auditors
Name, surname, ID, salary for SARS payments	SARS
Name, surname, ID, salary, banking details for EFT payments	ABSA
Name, surname, ID, contact details, address for payments	Employee Trade Union
Name, surname, ID, contact details, address, salary, provident fund details for payments	Employee Provident Fund
Name, surname, company name, address, contact details, invoice amounts, VAT and company registration nrs for invoicing purposes	Sage-online

10.4. Planned transborder flows of personal information

The transfer of your personal information across South African borders may be required however will only be effected if the transaction requires transborder processing. In such instance the personal information will only be transferred in accordance with the requirements of POPIA and/or other South African legislative requirements, and/or if the data subject consents to the transferring of personal information to a third party in a foreign country. In the event of transborder transferring of personal information we will take the necessary steps to ensure the processing of personal information is done in accordance with the laws of the jurisdiction the information is transferred to and/or that binding corporate rules or binding agreements are in place that provide for levels of protection at an adequate level in accordance with the principles of POPIA.

We transfer information to the following countries:

- Zimbabwe
- Botswana
- Mozambique
- Namibia
- Zambia
- Ruanda

The following categories of information is transferred outside the borders of South Africa:

- Client contact and invoice details

10.5. Information Security Measures

Our security policies and procedures cover, amongst others, but not limited to:

- Physical security;
- Computer and network security;
- Access to personal information;
- Security in contracting out activities or functions;
- Retention and disposal of information;
- Acceptable usage of personal information;
- Governance and regulatory issues;
- Monitoring access and usage of personal information;
- Investigating and reacting to security incidents;
- When we contract with third parties, we impose appropriate security, privacy and confidentiality obligations on them to ensure that personal information that we remain responsible for, is kept secure;
- We will ensure that anyone to whom we pass your personal information agrees to treat your information with the same level of protection as we are obliged to.
- We ensure technical and organisational security measures by:
 - Paper - Locked in filing cabinet
 - Electronic - Stored on devices and OneDrive (Password and/or PIN protected)
 - Anti-virus and Anti-malware solutions

11. REQUEST PROCEDURE FOR OBTAINING INFORMATION

Access to records held by the **PRIVATE BODY**

Records held by the **Private Body** may be accessed by request only once the prerequisites for access have been met.

The requester must fulfil the prerequisites for access in terms of **The Act**, including the payment of a requested access fee.

The requester must comply with all the procedural requirements contained in **The Act** relating to the request for access to a record.

The requester must complete the prescribed Form and submit same as well as payment of a request fee and a deposit, if applicable, to the Information Officer at the postal or physical address, fax number or electronic mail address as stated herein.

The prescribed form must be filled in with enough particulars to at least enable the Information Officer to identify:

- The record or records requested;
- The identity of the requester,
- Which form of access is required if the request is granted;
- The postal address or fax number or email address of the requester.

The requester must state that he/she requires the information in order to exercise or protect a right, and clearly state what the nature of the right to be exercised or protected is. In addition, the requester must clearly specify why the record is necessary to exercise or protect such a right.

The **Private Body** will process the request within 30 days, unless the requester has stated a special reason that would satisfy the Information Officer that circumstances dictate that the above time periods are not complied with.

The requester shall be informed whether access has been granted or denied. If, in addition, the requester requires the reason for the decision in any other manner, he / she must state the manner and the particulars so required.

If a request is made on behalf of another person, then the requester must submit proof of the capacity in which the requesters making the request, to the reasonable satisfaction of the Information Officer.

If an individual is unable to complete the prescribed form because of illiteracy or disability, such a person may make the request orally.

The requester must pay the prescribed fee before any further processing can take place.

12. FEES

When the Information Officer receives the request, such Officer shall by notice require the requester to pay the prescribed request fee (if any) before any further processing of the request.

If the search for the record has been made in the preparation of the record for disclosure, including arrangements to make it available in the requested form, and it requires more than the hours prescribed in the regulation for this purpose, the Information Officer shall notify the requester to pay as a deposit the prescribed portion of the access fee which would be payable if the request is granted.

The Information Officer shall withhold a record until the requester has paid the Fees as indicated.

A requester, 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 the requested form.

If a deposit has been paid in respect of a request for access, which is refused, then the Information Officer concerned must repay the deposit to the requester.

13. GROUNDS FOR REFUSAL OF ACCESS TO INFORMATION

- The main grounds for the **Private Body** to refuse a request for information relates to the:
- Mandatory protection of the privacy of a third party that is a natural person that would involve the unreasonable disclosure of personal information of that natural person;
- Mandatory protection of the commercial information of a third party, if the record contains:
 - Trade secrets of that third party;
 - Financial, commercial, scientific or technical information, disclosure of which could likely cause harm to the financial or commercial interests of that third party;
 - Information disclosed in confidence by a third party to the Private Body, if the disclosure could put that third party at a disadvantage in negotiations or commercial competition
- Mandatory protection of confidential information of third parties if it is protected in terms of any agreement;
- Mandatory protection of confidential information of the protection of property;
- Mandatory protection of records that would be regarded as privileged in legal proceedings;
- The commercial activities of the **Private Body**, which may include:
 - Trade secrets of the **Private Body**;
 - Financial, commercial, scientific or technical information, disclosure which could likely cause harm to the financial or commercial interest of the **Private Body**;
 - Information which, if disclosed could put the **Private Body** at a disadvantage in negotiations or commercial competition;
 - A computer program, owned by the **Private Body**, and protected by copyright.
- The research information of the **Private Body** or a third party, if its disclosure would reveal the identity or the **Private Body**, the researcher or the subject matter of the research and would place the research at a serious disadvantage;

- Requests for information that are clearly frivolous or vexatious, or which would involve an unreasonable diversion of resources shall be refused.

14. DECISION

The **Private Body** will within 30 days of receipt of the request, decide whether to grant or decline the request and give notice with reasons (if required) to that effect.

The 30 day period within which the **Private Body** has to decide whether to grant or refuse the request, may be extended for further period of not more than thirty days if the request is for a large amount of information, or the request requires a search for information held at another office of the **Private Body** and the information cannot reasonably be obtained within the original 30 day period. The **Private Body** will notify the requester in writing should an extension be sought.

15. AVAILABILITY OF THE MANUAL

The manual of the **Private Body** is available at the premises of the Private body as well as on the website of the **Private Body**.

Signed by: _____

Date: _____