

Annexure "A" – Consent Form

DATA PRIVACY ACKNOWLEDGEMENT AND CONSENT FORM

Your privacy is very important to the National Bargaining Council for the Road Freight and Logistics Industry (the "**Council**"), and all personal information collected will be handled in a lawful, justifiable and reasonable manner. We will be as open and transparent as possible with you as to how your personal information is handled.

If you are signing this form on behalf of a juristic entity, any reference to "you" or "yours" below shall be construed as being in relation to the data subject concerned.

For the purposes of this acknowledgement and consent form, "personal information" is any form of information that is identifiable with you, which may include but is not limited to your, name, mailing address, phone number, email address, business facsimile number, and financial history, as more fully defined in the Protection of Personal Information Act No. 4 of 2013 ("**POPIA**").

To the extent that: (i) you provide us with your trade union membership details; and/or (ii) you are part of our wellness program and we consequently collect your health data (such as, for example, information about your HIV status), we will process "special personal information" about you, as more fully defined in POPIA.

We strive to ensure that our privacy practices and procedures comply with POPIA and any other applicable data protection legislation.

We generally process your personal information (and, where applicable, your special personal information) for the following purposes as set out in section 28 of the Labour Relations Act No. 66 of 1995:

1. the Council's obligation to serve as a forum for the negotiation of terms and conditions of employment of employees who are members of registered trade unions;
2. the Council's obligation to maintain labour peace in the road freight and logistics industry through the enforcement of our Main Collective Agreement;
3. the Council's obligation to establish and administer a fund to be used for resolving disputes;
4. the Council's obligation to promote and establish education schemes;
5. the Council's obligation to establish and administer pension, provident, medical aid, sick pay, holiday, unemployment and training schemes or funds or any similar schemes or funds for the benefit the registered trade unions or employers' organisations who are parties to the Council; and
6. the Council's obligation to develop proposals for submission to the National Economic Development and Labour Council (NEDLAC) or any other appropriate forum on policy and legislation that may affect the road freight and logistics industry.

We may also process your personal information (and, where applicable, your special personal information) for the following general purposes

7. purposes in relation to the business relationship between you and Council, including to provide services to you on your request;
8. purposes in connection with our wellness program, in terms of which we assist you with the management of your health and consequently process your health data;
9. to respond to an e-mail that you have sent to us by return e-mail or by phone;
10. to contact you from time to time, where you have consented to being contacted for marketing purposes or to be put on our mailing list;
11. for such other purposes to which you may consent from time to time; and
12. for such other uses which the Council is authorised by law to carry out.

By signing this acknowledgement and consent form:

1. you confirm that you have read and understood this acknowledgement and consent form and acknowledge, accept and agree that you have given the Council your consent to the collection, use, disclosure and related processing of your personal information (including, where applicable, your special personal information) as outlined above;
2. where you are representing a juristic entity whose personal information we process, you are authorised to provide consent on behalf of such entity;
3. you understand that your consent is voluntary and that you are free to withdraw your consent on written notice to the Council;
4. you understand that your personal information (including, where applicable, your special personal information) may be disclosed by the Council to third parties, including Council's affiliates, service providers (specifically including health service providers to whom we outsource our wellness program) and associates for the purposes as specified herein and you give the Council permission to do so; and
5. you understand that the Council may send your personal information outside of South Africa and you consent to the Council transmitting your personal information outside of South Africa.

Do you consent to the Council using your personal information to contact you and market products and services directly to you?

Yes

No

For natural data subjects:

Name:

Date:

Signature: _____

For juristic data subjects:

Name of juristic entity:

Name and designation of authorised representative:

Date:

Signature: _____

DRAFT