

## **SASLAW's POPI Statement**

The following statement is with reference to the Protection of Personal Information Act, 2013 ("POPI") in respect of the South African Society for Labour Law ("SASLAW").

Please note that in this statement, "Third Parties" include but are not limited to, operators, subsidiaries, affiliated organisation or stakeholders, suppliers and parties providing products, goods, equipment, systems, and services.

"Personal Information" means any information or set of information that identifies a person and is processed by or on behalf of SASLAW, as described in Chapter 1, section 1 of POPI.

### **Processing of Personal Information**

SASLAW may only process a person's Personal Information on its systems or information technology infrastructure, in accordance with POPIA, insofar as it is given consent by such persons; or is necessary to carry out action for the conclusion or performance of a contract to which the person is a party; or as part of an obligation imposed by law on SASLAW; or to protect a legitimate interest of a person; or is necessary for pursuing the legitimate interests of SASLAW to whom information is supplied.

SASLAW will ensure it adheres, as far as reasonably practicable, with the provisions of POPI on the processing of Personal Information and in conjunction with its terms and conditions.

### **Distribution or Transfer of Personal Information to Third Parties**

SASLAW may provide access or transfer Personal Information to Third Parties where it is necessary in the course of and for the purpose of giving effect to its activities, in accordance with that expressed above, or as otherwise required by law. This will include for purposes of SASLAW's upcoming National Conference, scheduled on 7 and 8 October 2021.

SASLAW undertakes to take reasonable practicable steps to ensure that Personal Information that may be transferred to Third Parties is dealt with confidentially and in accordance with applicable legal requirements by those Third Parties.

SASLAW shall only transfer Personal Information to Third Parties in other jurisdictions where such Third Parties are subject to and comply with such laws, policies or agreements regarding privacy, data protection and confidentiality of Personal Information as may legally be required from time to time.

SASLAW will have undertakings or agreements in place to ensure that they comply with confidentiality and privacy conditions or will be required to comply with the same or substantially similar regulations as SASLAW will be subjected to under POPI.

### **Receiving Personal Information as a Third Party**

During the course of conducting its activities, SASLAW will collect Third Parties' Personal Information from time to time. SASLAW will Process the Personal Information received from the relevant persons in conjunction with its terms and conditions.

SASLAW will accordingly ensure that in Processing or storing of a Third Party's Personal Information, it will as far as reasonably practicable adhere to its responsibilities in terms of POPI.