

**MANUAL PREPARED IN ACCORDANCE WITH SECTION 51 OF THE
PROMOTION OF ACCESS TO INFORMATION ACT, ACT NO 2 OF
2000**

(Hereinafter referred to as “The Act”)

FOR

I-CAT HOLDINGS (PTY) LTD and all its subsidiaries
COMPANY REGISTRATION NUMBER: 2014/228621/07
(Hereinafter referred to as “the Company”)

UPDATED 30 JUNE 2021.

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Prepared in accordance with Section 51 of the Promotion of Access to Information Act, No. 2 of 2000

(Private Body)

Last Updated: 30 JUNE 2021.

1. INTRODUCTION:

- 1.1 On 9 March 2001, the Promotion of Access to Information Act, No. 2 of 2000 ("the Act") became operative, giving effect to the constitutional right in terms of section 32(2) of the Bill of Rights contained in the Constitution of the Republic of South Africa 108 of 1996 (the "Constitution") of access to any information held by the state and any information that is held by another person and that is required for the exercise or protection of any rights.
- 1.2 In terms of section 51 of the Act, all Private Bodies are required to compile an Information Manual ("PAIA Manual").
- 1.3 Where a request is made in terms of the Act, the body to whom the request is made is obliged to release the information, subject to applicable legislative and/or regulatory requirements, except where the Act expressly provides that the information may or must not be released. The Act sets out the relevant procedure to be adopted when requesting information from a public or private body.
- 1.4 This PAIA Manual serves as the Company's information manual and provides reference to the records held by the Company, and the process to request access to such records.
- 1.5 Those who seek a record of a private body must meet the following requirements before a private body may release records to them:
 - 1.5.1 The record must be required for the exercise or protection of any of the individual's legal rights;
 - 1.5.2 All the procedural requirements in requesting the information must be complied with;
 - 1.5.3 Access may be refused in terms of any grounds referred to in the Act.

1.6 The manual may be amended from time to time, and as soon as any amendments have been finalized, the latest version of the manual will be made public.

2. I-CAT HOLDINGS (PTY) LTD:

2.1 The Company is a private company with limited liability, duly registered and incorporated as such in terms of the company laws of the Republic of South Africa with registration number 2014/228621/07 and having its principle place of business situated at 38 Amatole Road, N4 Gateway Industrial Park West, Willow Park Manor, Extension 65, Pretoria.

2.2 The Company comprises the majority shareholder in and to I-Cat Prop Holdings (Pty) Ltd; I-Cat Environmental (Pty) Ltd, I-Cat International Consulting and Trading (Pty) Ltd, which in turns is the majority shareholder of Qualitools Africa (Pty) Ltd, hereinafter referred to as "the I-Cat Group".

2.3 The I-Cat Group is a group of companies functioning within the agricultural, road construction, mining, forestry, petroleum refining, quarrying and hydroelectric industries who are obligated to comply with the Act.

3. PERSONS WHO MAY REQUEST ACCESS TO INFORMATION:

A person may request information in terms of the Act only if the information is required for the protection of a right. Therefore, the requestor has to provide the designated person with sufficient particulars in order to ensure that the designated person is able to access the right, which the requestor is seeking to protect.

4. SCOPE AND PURPOSE OF THE MANUAL:

4.1 This PAIA Manual has been prepared to ensure that the Company complies with the Act and further to ensure that it affords the right to information that is required for the exercise or protection of any right and to actively promote access to information.

4.2 This PAIA Manual has further been prepared to assist persons who request information and provides the procedures which are required to be adopted and followed to gain access to information and/or documentation as provided for in the Act.

4.3 In addition, the PAIA Manual complies with the requirements of section 10 of the Act and recognizes that upon commencement of the Protection to Personal Information Act 4 of 2013, that the appointed Information Regulator will be responsible to regulate compliance with the Act and its Regulations by public and private bodies.

5. AVAILABILITY OF THE MANUAL:

A copy of this PAIA Manual is available to the public for inspection during office hours at the offices of the Company, as well as on request from the designated contact person referred to in this PAIA Manual and on the Company's website www.i-cat.co.za. This PAIA Manual has been made available to the Human Rights Commission.

6. CONTACT DETAILS - SECTION 51(1)(a) :

The responsibility for administration of, and compliance with the Act is that of one of the duly appointed directors, Mr. James John Van Reenen. Requests pursuant to the provisions of the Act should be directed to the duly appointed Information Officer, Mr. Johan Liebenberg as follows:

Postal Address:	PostNet Suite 577 Private Bag X37 Lynnwood Ridge 0040
Physical Address:	38 Amatole Road N4 Gateway Industrial Park West Willow Park Manor Extension 65 Pretoria 0054
Phone Number:	086 112 4228
Facsimile Number:	086 516 5968
E-mail:	johan.hr@i-cat.co.za

7. GUIDE (HUMAN RIGHTS COMMISSION ("HRC") GUIDE) FOR REQUESTERS ON HOW TO USE THE ACT IN TERMS OF SECTION 10 - SECTION 51(1)(b)

A Guide has been compiled in terms of Section 10 of the Act by the Human Rights

Commission. It contains information to assist a person wishing to exercise a right, in terms of the Act. The Guide is available for inspection, *inter alia*, as follows:

The South African Human Rights Commission:

PAIA Unit

Forum 3, Braampark Office Park, 33 Hoofd Street, Braamfontein

Website: <http://www.sahrc.org.za>

Kindly direct any queries to:

Postal address: Private Bag 2700
Houghton
2041

Phone Numbers:

Head Office: +27 (11) 877 3600

Gauteng Provincial Office: +27 (11) 877 3750

Fax number: +27 (11) 403 0668

E-mail: PAIA@sahrc.org.za

info@sahrc.org.za

ckisoon@sahrc.org.za

8. RECORDS AVAILABLE AND HELD IN ACCORDANCE WITH OTHER LEGISLATION - SECTION 51(1)(d)

Records are held in accordance with the following legislation, as amended from time to time:

- Basic Conditions of Employment Act, No. 75 of 1997;
- Companies Act, No. 71 of 2008;
- National Environmental Management Act, No.107 of 1998;
- Mine Health and Safety Act, No. 29 of 1996;
- National Energy Act, No. 34 of 2008;
- National Health Act, No. 61 of 2003;
- National Environmental Management: Air Quality Act, No. 39 of 2004;
- National Environmental Management: Waste Act, No. 59 of 2008;
- National Water Act, No. 36 of 2008;

- Mineral and Petroleum Resources Development Act, No. 28 of 2002;
- Compensation for Occupational Injuries and Diseases Act, No. 130 of 1993;
- Constitution of the Republic of South Africa Act, No 108 of 1996;
- Consumer Protection Act, No 68 of 2008;
- National Credit Act, No. 34 of 2005;
- Protection of Personal Information Act, No 4 of 2013;
- National Qualifications Framework Act, No. 67 of 2008;
- Electronic Communication and Transactions Act, No. 2 of 2000;
- Financial Intelligence Centre Act, No 38 of 2001;
- Promotion of Access to Information Act, No 2 of 2000;
- Income Tax Act, No. 58 of 1962;
- Labour Relations Act, No. 66 of 1995;
- Occupational Health and Safety Act, No. 85 of 1993;
- Promotion of Access to Information Act, No. 2 of 2000;
- Skills Development Levies Act, No. 9 of 1999;
- Unemployment Insurance Act, No. 63 of 2001;
- Value-Added Tax Act, No. 89 of 1991;
- Tax Administration Act, No.28 of 2011
- Employment Equity Act No. 55 of 1998;
- Regional Services Councils Act No. 9 of 1999;
- Skills Development Act No. 97 of 1998;
- Unemployment Contributions Act No.4 of 2002;
- Private Security Industries Levies Act, No. 23 of 2002;
- Private Security Industry Regulation Act, No. 56 of 2001.

9. RECORDS AUTOMATICALLY AVAILABLE TO THE PUBLIC - SECTION 51(1)(c)

The Act provides for the automatic disclosure of certain records. Should records be automatically disclosed, you will not have to formally request these records in terms of the Act.

In terms of the Act, this automatic disclosure by private companies is voluntary. This means that a private company is not obliged to make such disclosure. If a private company chooses to make such voluntary disclosure, it may do so by giving notice thereof in terms of Section 52(2) of the Act.

10. CATEGORIES AND TYPES OF RECORDS AND INFORMATION HELD IN TERMS OF THE ACT - SECTION 51(1)(e)

Availability to be determined upon receipt of request:

10.1 Compliance:

- BBBEE Compliance;
- Internal Auditing and Risk;
- Legislation Compliance;
- Regulatory Reports;
- Policies and Procedures;

10.2 Corporate Governance:

- Annual Reports;
- Board and Sub-committee Administration;
- Company Directorships;
- Company Registrations;
- Company Memorandum of Incorporation;
- Strategic Management;
- Trademark Registrations;
- Trade Name Registrations;
- Patents Registration;
- Minute Books and Resolutions;
- Power of Attorney Agreements;
- Share Register;
- Shareholders' Agreement;
- Statutory Registers;
- Immovable Property Ownership;

10.3 Finance:

- Audit Management;
- Budgets;
- Creditors Control;

- Debtors Control;
- Funding and Donations;
- Insurance;
- Management Accounts;
- Salary Administration;
- Tax Management;
- Utilities Management;
- Immovable Property Management;
- Annual financial statements
- Assets Register
- Banking details
- Financial statements
- Stock records
- Vouchers;
- Sales Records.

10.4 Human Resources:

- Employment Contracts;
- Employee List;
- Disciplinary Records and Documentation Pertaining to Disciplinary Proceedings
- Employee Code of Conduct
- Personnel Files
- Remuneration Records and Policies;
- Performance Management;
- Training and Skills Development

10.5 Information Technology:

- Domain Name Registrations;
- Information Systems;
- Software Licenses;
- Technology Assets;
- Databases of Customers;
- Database of Environmental Consultants

10.6 Procurement:

- Agreements with Suppliers;
- Corporate Sales Agreements;
- Customer Agreements;
- Client Services Records;

10.7 Revenue Management:

- Marketing & Communication;
- Immovable Property Agreements;
- Market Research and Surveys, specifically in terms of ISO.

10.8 Environmental Management:

- Environmental Ordinances and by-laws;
- Pollution Management Program;
- Compliance Notices;
- Environmental Authorization;
- Waste Management Program;
- Environmental Policies and Procedures;
- Environmental and Waste Management Policy;
- Research Reports;
- Removal of Restrictive Title Conditions;
- Non-Delegated Rezoning and Zoning Departures;
- Intergrated Development Frameworks
- Bioregional Plans;
- Transport Plans;
- Agricultural Plans;
- Bio-Reserve Plans;
- Subdivision of Agriculture Land;
- Geographical Information System;
- National and Provincial Regulations;
- Performance Agreements;

10.10 Agri-Forestry:

- Research Reports;
- Product Registration;
- Product Trials.

10.11 Administration:

- Correspondence
- Licenses

10.12 Documents relating to legal proceedings:

- All documentation, correspondence and pleadings relating to legal proceedings.

11. ACCESS REQUEST PROCEDURE - SECTION 51(1)(e)

11.1 It is important to note that the successful completion and submission of an access request form does not automatically allow the requester access to the requested record. An application for access to a record is subject to certain limitations if the requested record falls within a certain category as specified within Part 3 Chapter 4 of the Act.

11.2 If it is reasonably suspected that the requester has obtained access to records through the submission of materially false or misleading information, legal proceedings may be instituted against such requester.

11.3 The requester must use the prescribed form to make the request for access to a record. This must be made to the appointed designated person. This request must be made to the address, fax number or electronic mail address of the designated person concerned.

11.4 Request for access to records of private body – Form C has been appended to the manual.

11.5 The requester must provide sufficient detail on the request form to enable the head of

the private body to identify the record and the requester. The requester should also indicate which form of access is required. The requester should also indicate if any other manner is to be used to inform the requester and state the necessary particulars to be so informed.

- 11.6 The requester must identify the right that is sought to be exercised or to be protected and provide an explanation of why the requested record is required for the exercise or protection of that right.
- 11.7 Take care to adequately describe the right which you are seeking to protect or enforce by means of the records requested. Please note that the courts have indicated that access to the records must be “necessary” for the exercise or protection of the right so stated.
- 11.8 If a request is made on behalf of another person, the requester must then submit proof of the capacity in which the requester is making the request to the satisfaction of the designated person of the private body.
- 11.9 A public body may make a request for access to a record of a private body for the exercise or protection of any rights other than its rights, only if it is acting in the public interest.

12. GROUNDS FOR REFUSAL OF ACCESS TO RECORDS:

The main grounds for refusal of a request for information are:

- 12.1 Mandatory protection of the privacy of a third party who is a natural person, which would involve the unreasonable disclosure of personal information of that natural person;
- 12.2 Mandatory protection of the commercial information of a third party, if the record contains:
 - 12.2.1 Trade secrets of that party;
 - 12.2.2 Financial, commercial, scientific or technical information which disclosure could likely cause harm to the financial or commercial interests of that party;
 - 12.2.3 Information disclosed in confidence by a third party to the Company, if the disclosure could put that third party to a disadvantage in negotiations or commercial competition.

- 12.3 Mandatory protection of confidential information of third parties, if it is protected in terms of any agreement;
- 12.4 Mandatory protection of the safety of individuals and the protection of property;
- 12.5 Mandatory protection of records which could be regarded as privileged in legal proceedings;

13. PRESCRIBED FEES - SECTION 51(1)(e):

- 13.1 A requester who seeks access to a record containing personal information about that requester is not required to pay the request fee. Every other requester, who is not a personal requester, must pay the required request fee.
- 13.2 The appointed designated person of the private body must notify the requester (other than a personal requester) by notice, requiring the requester to pay the prescribed fee (if any) before further processing the request.
- 13.3 The fee that the requester must pay to a private body is R50, exclusive of value added tax. The requester may lodge an application to the court against the tender or payment of the request fee.
- 13.4 After the designated person of the private body has made a decision on the request, the requester must be notified in the required form.
- 13.5 If the request is granted, then a further access fee must be paid for the search, reproduction, preparation, and for any time that has exceeded the prescribed hours to search and prepare the record for disclosure.
- 13.6 The prescribed fees relating to a request to access information are as per included in Section 54(7), Section 54(2) and Section 54(7) of Regulation 11(3).

(Section 54(7) of the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000))

[Regulation 11 (3)]

PLEASE NOTE THAT ALL PRICES LISTED BELOW ARE INCLUSIVE OF VALUE-ADDED TAX (VAT)

- (a) For every photocopy of an A4-size page or part thereof R1.25
- (b) For every printed copy of an A4-size page or part thereof held on a computer or in an electronic or machine-readable form R0.85
- (c) For a copy in a computer-readable form on
 - (i) ...
 - (ii) compact disc R79.80
- (d) (i) For a transcription of visual images, for an A4-size page or part thereof R45.60
(ii) For a copy of visual images R68.40
- (e) (i) For a transcription of an audio record, for an A4-size page or part thereof R22.80
(ii) For a copy of an audio record R34.20
- (f) To search for and prepare the record for disclosure - R34,20 for each hour or part thereof reasonably required for such search and preparation

(Section 54(2) of the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000))

[Regulation 11 (3)]

PLEASE NOTE THAT ALL PRICES LISTED BELOW ARE INCLUSIVE OF VALUE-ADDED TAX (VAT)

- (a) Six hours as the hours to be exceeded before a deposit is payable; and
- (b) One third of the access fee is payable as a deposit by the requester.

(Section 54(7) of the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000))

[Regulation 11 (3)]

PLEASE NOTE THAT ALL PRICES LISTED BELOW ARE INCLUSIVE OF VALUE-

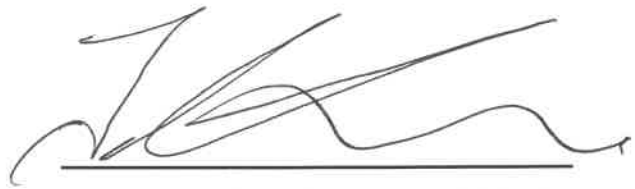
ADDED TAX (VAT)

The actual postage fee is payable when a copy of a record must be posted to a requester.

ADDITIONAL PRESCRIBED INFORMATION - SECTION 51(1)(f):

In terms of this Section, the Minister may publish a notice prescribing any other information that private bodies will have to disclose.

SIGNED AT **PRETORIA** ON THIS THE **30TH** DAY OF **JUNE 2021**.

A handwritten signature in black ink, appearing to read 'J. Van Reenen', written over a horizontal line.

JAMES JOHN VAN REENEN
DIRECTOR

A handwritten signature in black ink, appearing to read 'J. Liebenberg', written over a horizontal line.

JOHAN LIEBENBERG
INFORMATION OFFICER

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:

Postal address:

Fax number:

Telephone 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:

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.
- (c) The requester must sign all the additional folios.

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

2. Reference number, if available:

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:

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 hereunder, state your disability and indicate in which form the record is required.

Disability:	Form in which record is required:
<p>Mark the appropriate box with an X.</p> <p>NOTES:</p> <p>(a) Compliance with your request in the specified form may depend on the form in which the record is available.</p> <p>(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.</p> <p>(c) The fee payable for access for the record, if any, will be determined partly by the form in which access is requested.</p>	

1. If the record is in written or printed form:		
copy of record*	inspection of record	
2. If record consists of visual images this includes photographs, slides, video recordings, computer-generated images, sketches, etc.)		
view the images	copy of the images	transcription of the images*
3. If record consists of recorded words or information which can be reproduced in sound:		
listen to the soundtrack audio cassette	transcription of soundtrack* written or printed document	
4. If record is held on computer or in an electronic or machine-readable form:		
printed copy of record*	printed copy of information derived from the	copy in computer readable form* (stiffy or compact disc)

	record"	
*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	NO

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:

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 _____ 201

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