



Nampak
packaging excellence

Nampak Limited

Privacy Statement





1. Introduction

Nampak Limited together with its group of companies and divisions (individually and collectively), hereinafter referred to as (“Nampak”) is Africa's largest diversified packaging manufacturer, a company established in accordance with the law of South Africa with registration number 1968/008070/06, and is a public company listed on the JSE Securities Exchange South Africa, with its registered address at Nampak House, Hampton Office Park, 20 Georgian Crescent East, Bryanston, 2191.

2. Mission Statement

Nampak is committed to protecting your privacy and ensuring that your Personal Information is protected. This Privacy Statement explains the types of Personal Information we collect, use, share, protect and your rights in terms of the Protection of Personal Information Act 4 of 2013 (“POPIA”).

3. Application

This Privacy Statement applies to the processing of your Personal Information by Nampak Limited and its divisions. More information on Nampak’s divisions and Nampak’s PAIA manual may be found by visiting the Nampak website www.nampak.com.

4. Processing Personal Information

Nampak collects and processes the following types of Personal Information below:

Employee	name, surname, contact details, identity number, physical and postal address, date of birth, age, marital status, race, disability information, CVs; criminal / background verification checks, banking details, remuneration and benefit information (including medical aid, pension/provident fund information), income tax reference number, records on employee performance, disciplinary procedures, employee contracts, payroll records, electronic access records, physical access records including biometrics and CCTV; health and safety records, training records, time and attendance records.
Suppliers/ Service Providers	entity name, registration number, VAT number, contact details for representative persons, FICA documentation, BBB-EE certificates, enterprise and supplier development information, invoices, contractual documentation.
Directors and Shareholders	name, surname, identity number, physical and postal address, financial information as required for statutory reporting



New Job Applicants	name, surname, address, contact details, email address; telephone number; details of qualifications, skills, experience and employment history; information about your current level of remuneration, including benefits; whether or not you have a disability for which Nampak needs to make reasonable adjustments during the recruitment process; and information about your entitlement to work in South Africa
Website Visitors	name, email address, company name, job title and telephone number
Visitors	physical access records, electronic access records scans; and CCTV records
Children	name, address and contact details; birth certificate, age; child's medical information

5. Purpose for processing of Personal Information

Nampak processes Personal Information for purposes including but not limited to:

rendering services to our customers; provide or manage any information on products; transact with our suppliers; maintaining customer records; employee administration; recruitment purposes; apprenticeship and bursary purposes; employment equity and employment relations; travel purposes; general administration, financial and tax purposes; legal purposes; health and safety purposes; monitoring visitor access; managing the premises and facilities; hosting of events; investigating and prevention of fraud; debts recovery; and responding to website enquiries.

6. Who has access to your Personal Information?

Nampak may share Personal Information with:

- internal staff;
- Companies forming part of the Nampak Group of Companies located outside of South Africa;
- services providers who perform services on behalf of Nampak; and
- third party suppliers.

Nampak will not share your Personal Information with any third parties, except if:

- any regulatory authority requests same;
- we are required to do so for purposes of existing or future legal proceedings;
- we are involved in the prevention of fraud, loss, bribery or corruption;
- you have expressly authorised us to do so;
- they perform services and process Personal Information on our behalf; and
- this is required in order to provide or manage any information services to you.



Nampak may from time to time transfer Personal Information to another country for the purposes of rendering services to employees and customers. Nampak will take necessary steps in such circumstances to ensure that services providers and third party operators are bound by applicable laws, binding corporate rules or binding agreements that provide a level of protection and uphold principles for reasonable and lawful processing of Personal Information as contemplated by POPIA.

7. For how long does Nampak keep data?

Nampak will retain your Personal Information for as long as it is necessary to fulfil the purposes set out in this privacy statement, except where:

- the retention is required or authorised by law; or
- you have consented to the retention of the record for a longer period.

8. How does Nampak protect data?

Nampak takes the security of your Personal Information seriously. It has internal policies and controls in place to ensure that your Personal Information is not lost, accidentally destroyed, misused or disclosed, and is not accessed except by our employees in the proper performance of their duties with appropriate control restrictions.

9. Your rights

You have a number of rights in relation to the processing of your Personal Information including but not limited to the right to:

- access and obtain a copy of your Personal Information on request;
- require Nampak to change incorrect or incomplete data; and
- require Nampak to delete or stop processing your data, for example where the data is no longer necessary for the purposes of processing.

Should you need to exercise any of these rights above, please make a request in writing by following the procedure set out under the Nampak PAIA Manual available on www.nampak.com website alternatively, contact the Information Officer with any privacy related questions and/or comments at privacy@nampak.com.

Please be aware that we may need you to provide additional information (such as to confirm your identity and/or to confirm what information you wish to access) in order to process your request.



If you believe that Nampak has utilised your personal information contrary to applicable privacy legislation, you must exercise your rights by raising any concerns with the Nampak Information Officer first and if you still remain unsatisfied with Nampak's response thereto, you may contact the Information Regulator at inforeq@justice.gov.za to lodge a complaint.

10. Changes to this Privacy Statement

Nampak will occasionally update this Privacy Statement and encourages you to periodically review this Statement to be informed of how Nampak is protecting your information.

11. Consent

By providing Nampak with your Personal Information you consent to Nampak processing your Personal Information as and where required, provided that Nampak will approach such processing in a lawful and legitimate manner and in line with this Privacy Statement and the provisions set-out under POPIA.

[Effective as of 28 June 2021]