



MOLAO WA THOTLOETSO YA PHITLHELELO YA TSHEDIMOSE TSO (PAIA)

Ya

Fraser Alexander Holdings Proprietary Limited

Nomere ya ikwadiso 2005/028628/07

Le dikeleetso tsa yona

E paakantsweng go ya ka karolo ya 51 ya molao wa bo 2 wa 2000 wa thotloetso phitlhelelo ya tshedimose tso jaaka o fetotswe ("Molao")

Jaaka o fetotswe ke

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1. Tshimololo

Molao wa Thotloetso ya Phitlhelelo ya Tshedimosetso ("Molao"), mmogo le meloa yotlhe e maleba, e naya tshwanelo ya phitlhelelo ya tshedimosetso e e tshwerweng ke setlamo sa puso le sa sephiring fa tshedimosetso ya mufota o e kopelwa go direla tshireletso ya ditukelo tsotlhe.

Kaelo tiriso ena ke ya go thusa mokopi-tshedimosetso mongwe le mongwe ka ditsela le tse dingwe tse tlhokegang tseo kopo ya tshedimosetso e tshwanetseng go nna le tsone go ya ka ditaelo tsa molao, jaaka o fetotswe.

Dintlhakakaretso tsa Fraser Alexander

1. Fraser Alexander e ile ya theiwa mo mengwageng e lekgolo e fetileng go tlamela tirelo e sekametseng mo go temothuo ya moepo wa gauta o feletseng mo Witwatersrand. Malatseng ao, go tloswa ga ditirelo tseo mo go dipaneng tsa khokho e ne e le yona tshebeletso e le nngwe eo ne e neelwang ke batlhomi ba setlhophela eleng, Fred le Fraser Alexander. Fa e sale go tloga nakong eo, maitlamo a Fraser Alexander mo kgatelopele go tlhamoseswa le thekinoloji e ile ya dira gore ba kgone go tsosa ditiro tsa tiragatsotsa baagi fo meepong go ya go saense.

Ga ditirelo tsa kgwebo di goletse\di oketsega, Fraser Alexander o ile a oketsa dirokgolo tse dingwe mo photifoliong ya yone ya tiro. Setlhophela sa dikgwebo tsa Fraser Alexander jaanong di akaretse dikgwebo tse nne tse tlhanaselang, tiro ya go aga, ditirelo RSA, ditirelo Aforika, le ditshabathaba mmogo le mokgwa wa go nolofatsa diminerala le tshegetso ya nnelotirelo fo gare e e tsamaisang le ditlamela tsa setlhophela.

2. Tshedimosetso e e batlegang go ya ka Karalo 51 (1)(a) ya Molao

Ofisi/ felo e kwadisitsweng

Building 10
Greenstone Hill OfficePark
24 Emerald Boulevard
Modderfontein, 1609

Baboloki ba Madi

The Standard Bank of South Africa Limited
Absa Bank Limited
Nedbank Limited
First and Group Limited

Batlhatlhoi ba dibuka

KPMG Inc
KPMG Crescent
85 Empire Road
Parktown, 2193

Bagokolodi ba semolao

Webber Wentzel
90 Rivonia Road
Sandton, 2196

3. Dintlha go ya ka karolo 51 ya kaela tiriso/ mmanuele

Kaela tiriso e kwadilwe go ya ka molao ebile e dirisiwa mo mekgatlong yothle e tthagisitsweng mo tlase go 4.

Motlhankedikhuduthamagamogolo/ Motlhankemogolo wa Fraser Alexander Holdings o abetse matla a gage go ya ka molao go Motlhankedikhuduthamagamogolo, o tla lokisang dikopo tsotlhe go ya ka molao mo legatong la gage, seo se dira motlhankedimogolo wa tsa tshelete a nne motlatsamotlhankedi wa tshedimisetso go direla molao.

4. Tiro ya kaela tiriso/mmanuele wa PAIA

Maikaelelo a Kaelo Tiriso kgotsa Mmanuele o wa PAIA ke go netefatsa gore Fraser Alexander e dira go ya ka fa ditlhokego tsa molao wa PAIA jaaka e fetotswe go tshireletsa tshedimisetso poraefete ya molao wa bo 4 wa 2013 (POPIA), le go rotloetsa go dirwa ga dilo le go sikara maikarabelo a ditiro le Fraser Alexander. Se se tla neela tshedimisetso e maleba/e tshwanetseng mo tshedimisetso e e batlegang go tshireletsa ditokelo tsothle le go tswelletsa pele setshaba seo Aforikaborwa e ka di fihlelela mo go tshedimisetso goba thusa go sireletsa ditokelo tsa bona.

5. Bogotlhe jwa tshedimisetso

Fraser Alexander Holdings (Pty) Ltd	2005/028628/07
Fraser Alexander (Pty) Ltd I	2005/028043/07
Fraser Alexander (Pty)Ltd	2015/098001/07

6. Dintlha tsa kgolaganyo

Motlhankedikhuduthamaga/ mookamedi mogolo ke ene motlhankedi wa tshedimisetso

Dingongorego tsotlhe, go ya ka mabaka a PAIA, di tshwanetse go dirwa Mo,:

Motlhankedimogolo was tsa ditchelete.

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Witfield,1467

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Greenstone Hill Office Park
24 Emerald Boulevard
Modderfontein, 1609

Mogala: +27 11 929 3600
Emeili: popia@fraseralexander.co.za
Webosaete/ tsebe ya inthanete: <https://www.fraseralexander.com/>

7. Diabe le maikarabelo a motlhankedi wa tshedimisetso

Motlhankedi wa tshedimisetso (10) o tshwanetse go:

- Go kgothatsa/rotloetsa le go netefatsa tumalano (dira tumalanong) e feteletseng e akaretsang le PAIA le POPIA;
- Go Tihama/ bopa le go tlhokomela buka ya ditaello ya PAIA go Fraser Alexander;

- Baakanya/tlhabolola buka ya ditaelo ya PAIA ngwaga le ngwaga kgotsa fa peomolao e maleba e fetoga.
- Netefatsa gore buka ya ditaelo ya PAIA e teng dikantong tso tsotlhe tsa Fraser Alexander, Mo webosaeteng, le Mo khomisine ya ditshwanelo tsa batho ya Aforikaborwa le kantong ya tsamaiso ya tlamelelo ya tshedimisetso. Buka ya ditaelo ya PAIA e ka nna ya gatisiwa/ phatlalatswa mo kuranteng ya puso/ Molao.
- Go tlhatlhoba/ sekaseka le go amogela kgotsa go gana dikopo tsa phihlelelo ya tshedimisetso go ya ka mabaka a beilweng mo go PAIA, mo nakong e e lekanetseng kgotsa nako e tshaleleditsweng/okeditsweng nngwe le nngwe.
- (Tlhopho) tlhama lenaane la tshedimisetso (moagoro/ditlhopho le ditlhaloso) e bonwang motlhofo (tshedimisetso e e kgonang go bonwa kwantle ga tikatiko) kwantle ga go dirwa ga kopo ya semmuso (kitsiso ya go ithaopela go senola tshedimisetso).

8. Diabe le maikarabelo a motlatsa motlhankedi wa tshedimisetso

Motlatsa motlhankedi wa tshedimisetso (DIO) ke motho yo a tlhomilweng ke motlhankedi wa tshedimisetso go thusa sekopatetlelelo mo kopong ya tshedimisetso ya bona.

9. Molao: Karolo 51(1) (b)

9.1 Kaedi go buiwang ka yone go Karolo 10 ya molao.

Go ya ka Karolwana 10 ya Molao, Khomišini ya Ditshwanelo Tsa Batho e kwadile kaelo e e nang le tshedimisetso e e ka batlwang ke motho yo o eletsang/batlang go dirisa tshwanelo epe e e tlhalosiwang ke Molao. Kaelo e teng go direla tlhatlhobo, *inter alia*, kwa diofising tsa Khomišini ya Ditshwanelo Tsa Batho le ko diakeding tsa tshedimisetso, ka tse latelang:

YUNITI YA PAIA

Lefapha la dipatlisiso le makwalo

Aterese ya bonno/ tulo: 29 Princess of Wales Terrace
cnr York and St Andrews Street
Parktown, 2193

Aterese ya poso: Private Bag X2700
Houghton, 2042

Mogala: +27 11 877 3600
Fax: +27 11 403 0625
Webosaete: www.sahrc.org.za
Emeili: dmalesa@sahrc.org.za

Lefapha la go laola tshedimisetso

Lefapha la dipatlisiso le makwalo

Aterese ya poso: P.O. Box 31533, Braamfontein, Johannesburg,
2017
Mogala: +27 10 023 5200

Webosaete: justice.gov.za
 Emeili (Dingongore): complaints.IR@justice.gov.za
 Emeili (Diputso tsa kakaretso): inforeg@justice.gov.za

9.2 Direkoto\Dikwalo tsa Setheo/kgwebo – Legoro/ setlhoha Taetsi

Nomoro Ya Legoro.	Phitlhelelo	Legoro (Karolo PAIA)
1	E ka senolwa	Ditokomane tseo Setshaba se ka di fitlhelelang
2	E se kitlang e sonolwa	Kopo marago ga tshemollo ya tseko ya molato/ bonokwane le ya selegae (s7)
3	E ka senolwa	Ineela/ amanang le tetlokhophi
4	Tsenolo e likanyetseng	Tshedimosetso poraefete e e leng ya mokopi tshedimosetso {s61}.
5	E se kitlang e sonolwa	Senollo e tlhokang tshaologanyo {s63(1)}
6	E se kitlang e sonolwa	Kgonega go gobatsa molemo wa /kgatlhego ya tsa kgwebo kgotsa tsa madi tsa motho wa boraro {s64(a), s64(b)}t
7	E se kitlang e sonolwa	Kgonega go gobatsa kgwebo / khamphani kgotsa motho wa boraro mo kontraka/tumelano kgotsa dipuisano dingwe {s64(c)}
8	E se kitlang e sonolwa	E ne e tla kgotlhanya/thubaganya tiro ya tshepo/tsholofelo e kolotiwang motho wa boraro go ya ka tumelano {s65}
9	E se kitlang e sonolwa	Kgonega go ineela/ tlogela pabalesego ya batho kgotsa sireletsego ya thoto {s66}
10	E se kitlang e sonolwa	Tokomane ya tshiamelo molaong {s67}
11	E ka bo e sa ganwa	Tiko ya tokologo/ patlisiso e bontshang/sonollang pabalesego ya setshaba/ kotsi tikologong {s64(2); s68(2)}
12	E se kitlang e sonolwa	Tshedimosetso ya kgwebo ya tlhamo ya sephiring {s68}
13	E se kitlang e sonolwa	Kgonega go dirwa dipatlisiso malebana le letlhoo le tlhabololo ya tshedimosetso ya khamphani kgotsa motho wa boraro {s69}
14	E ka bo e sa ganwa	Senollo mo kgatlhegong ya batho {s70}

10. Kwadiso e bonolo: Karolo 51(1)(d)

Direkoto di ka fitlhelelwa dumelanong/go tsamaisana le tse di latelang. Molao wa bosheng wa kwa Aforikaborwa wa gone jaanong le yone phetogo/ tlhabololo nngwe le nngwe, le yone melawana (fela go lelefatsa gore molao o maleba o o teng le gone jalo o dira gore go senolwa ga direkoto go patelediwe/ go nne pateletso:

- Molao wa bo 26 wa 2005 wa ditiro tsa boruni
- Molao wa bo 75 wa 1997 wa maemo a motheo
- Molao wa bo 53 wa 2003 wa dibanka tse ikaegileng- bophara tsa thapo ya ekonomi le ditiro
- Molao wa bo 71 wa 2008 wa dikhamphani/ Dikhwebo
- Molao wa bo 130 wa 1993 wa Pusetso ka dintlha tsa kgobalo le malwetse mo mmerekong
- Molao wa bo 89 wa 1998 wa kgaisano
- Molao wa bo 38 wa 2000 wa bakaedi ba tlhabololo ya kago ya intaseteri
- Deinjinere tsa boeletsi tsa Aforikaborwa (CESA) dipampiri tsa mmaba – go bolokiwa ga ditshwantsho le direktoto
- Molao wa bo 23 wa 1999 wa merero ya bareki/ badiri.
- Molao wa bo 68 wa 2008 wa tshireletso ya badirisi
- Molao wa bo 75 wa 1980 wa ditumelano tsa dikoloto
- Molao wa bo 51 wa 1977 wa tsamaiso ya bosiamisi kgatlhanong le bosenyi
- Molao wa bo 91 wa 1964, wa karolo ya 101 le tsamaiso 1.04 wa makgetho a dithoto makgetho a mo kuranteng ya puso/puso ya bo 4040 R17770 ya ka la 5 Phalane 1973
- Molao wa bo 114 wa 1998 wa go kokoanya dikoloto
- Molao wa bo 14 wa 2007 tuelo ya thekiso ya ditaemane tse di rekisediwang dinaga tse dingwe (tsamaiso)
- Molao wa bo 25 wa 2002 wa tlhaeletsano tsa ileketroniki le ditumalano tsa kgwebo.
- Molao wa bo 55 wa 1998 wa tekatekanyo ya tirong/ bothapiwa
- Molao wa bo 26 wa 1956 wa dithuthupi (dibomo)
- Molao wa bo 38 wa 2001 wa setheo sa matlhale a tsa mathole
- Molao wa bo 60 wa 2000 wa taolo ya dithunya
- Molao wa bo 15 wa 1973 wa dire tse kotsi
- Molao wa bo 63 wa 1977 wa boitikanelo le melawana (fetotswe/tlhabolotswe)
- Bukana ya HPCSA ya bo 14, masopatsela dikaelo tsa go boloka ga makwalo a bolokegileng a balwetse ya 2008
- Molao wa bo 58 wa 1962 wa tshona (botshono)
- Molao wa bo 24 wa 1936 wa lekgetho le le duelwang/ lekgetho la letsomo
- Molao wa bo 38 wa 1997 wa molaothomo o o tlhabolotsweng wa thoto
- Molao wa bo 66 wa 1995 wa dikamano tsa badiri
- Molao wa bo 35 wa 2013 wa dikepe tsa kgwebo (letlole la tuelo ya badiredi ya kgotlega ya oli ditshabatshaba)
- Molao wa bo 27 wa 1956 wa kwa meepong le ditiro
- Molao wa bo 29 wa 1996 wa botsogo le polokego/tshereletsego ya ko meepong
- Molao wa bo 28 wa 2002 wa dimenerale le lookwane lo lo tswang mo mafikeng dikungo tsa tlhago tsa dikatso (tsamaiso)
- Molao wa bo 28 wa 2008 wa tlhabololo ya dimenerale le lookwane lo lo tswang mo mafikeng dikungo tsa tlhago (tsamaiso)
- Molao wa bo 16 wa 1967 wa kwadiso tsa ditlhago tsa meepong
- Molao wa bo 107 wa 1998 wa tsamaiso ya tikologo ya bosetshaba
- Molao tsamaiso wa tikologo wa bosetshaba: molao wa bo 59 wa 2008 wa tshenyoo

- Molao tsamaiso wa molao wa bo 93 wa 1996 wa pharakano ya tsela/ mmela.
- Molao tsamaiso wa molao wa bo 36 wa 1998 wa metsi
- Molao wa bo 85 wa 1993 wa boitekanelo le pabalesego ya tirong/ pholo le tshereletsego ya badiri
- Molao wa bo 24 wa 1956 wa letlole la phenshene la Karolo ya 30 L
- Molao wa bo 37 wa 2005 wa dimetale tse di botlhokwa
- Molao wa bo 68 wa 1969 wa ditaolo
- Molao wa bo 121 wa 1998 wa thibelo ya bosenyi jo bo rulagantshweng
- Molao wa bo 56 wa 2001 wa tshireletso ya poraefete ya taolo ya intasetere
- Molao wa bo 2 wa 2000 wa thotloetso ya phihlelelo ya tshedimose.
- Molao wa bo 4 wa 2013 wa tshireletso ya tshedimose ya poraefete
- Molao wa bo 70 wa 2002 wa taolo ya theetso ya ditlhaeletsano le paakanyetso ya ditlhaeletsano/ poisano e amanang le tshedimose
- Dikitsiso/ Kitsiso tsa kwa SARS 787
- Molao wa bo 23 wa 1955 wa dithoto/ didiriso tse kgologolo, karolo ya (6)(8)
- Molao wa bo 26 wa 2007 wa tsamaiso ya khuduso ye e siretsegileng ya lekgetho
- Molao wa bo 97 wa 1997 wa tlhabololo ya dikgono
- Molao wa bo 9 wa 1999 wa tuelo ya tlhabololo ya dikgono
- Molao wa bo 28 wa 2011 wa tsamaiso ya lekgetho
- Molao wa bo 77 wa 1973 wa tekanyo ya go dira kgwebo/ thekiso
- Molao wa bo 40 wa 1949 wa khudiso ya tiro
- Molao wa bo 63 wa 2001 wa insorensa ya tatlhegelo tiro / ya botlhokatiro
- Molao wa bo 89 wa 1991 wa lekgetho la tlaleletsoboleng kgotsa lekgetho la dithekiso

Le fa gone re dirisitse ditiko tsa rona tse molemo/gaisang go neela ka lenaane le le tletseng la molao o o maleba o o tlhomilweng ke kgotlatheomolao, lenaane la mefero le le leng fa godimo e ka tswa e sa felela. Gongwe le gongwe re lemogile gore peomolao e ntsha kgotsa e leng teng e dumella mokopi (mokopa tshedimose) phitlhelelo/tetlelesego mabakeng a mangwe ntle le ao a beilweng mo fa molaong. Re tla tlhabolola lenaane ka bonako.

11. Thulaganyo ya kgatiso tse di leng teng: Karolo 51(1)(d)

Ka fa molaong/ Semolao

- Memorantamo/ ntlhatlaleletso ya tsennngwa
- Kwadiso tsa molao tsa dikhamphani
- Direkoto/Dipego le dipeolo semolao
- Dumelano
- Matshwao a a diriswang ke khamphani phathente
- Lokwalo bopaki/ makwalo-bosupi

Mathole le palotlotlo

- Dipego/direkoto tsa palotlotlo
- Dipholisi le mekgwatsamaiso
- Dintlha tsa banka le dipolelo/ disupetso tsa banka
- Dikanego tsa tiriso ya madi/ dipapetlana tsa tshetele
- Lekgetho la lotseno

Tiriso ya batho/ tsamaiso ya bodiri

- Dipholisi le mekgwatsamaiso
- Maano a go tshwarwa ka tekatekano mo tirong
- Dintlha tsa matlole a phenshene le letlole la dituelo tsa modiri le mothapi
- Leano la tlhabololo ya dikgono tsa tiro
- Direkoto le Dipego

Ditiriso

- Makwalotletla, dilaesense, tumello, tetelelo, go tsenya kopo le ikwadiso
- Dipholisi le mekgwatsamaiso
- Dipego le ditokomane dipe tse di tshegetsang
- Bokontraka, tshedimose tso le tumalano ya sedirelwa le batlamela ka ditirelo
- Dikwalo tsa dingwao le makgetho a puso
- Rekoto ya tikologo, botsogo le tshireletso

Thekinoloji ya tshedimose tso

- Thulaganyo/ tsamaiso ya pampiritshedimose tso le dibuka tsa kaela tiriso
- Dipholisi le mekgwatsamaiso
- Projeke, tokafalo ya masetlapelo/kotsi le maano a tiragatso ya dithekiso/ Leano la tsenyotirisong

MOLAO WA BO 4 WA 2013 WA TSHIRELET SO YA TSHEDIMOSE TSO YA PORAEFETE

Re rolaganya tshedimose tso e poraefete e e tlhokegang gore kgontsa gore re neele ka dikungo le ditirelo tse farologaneng. Fa tlase ke magoro/ditlhoph a tshedimose tso ya poraefete eo re e kgobakanyang le bao re abelanang tshedimose tso poraefete e le bone.

Bua ka Setlhogo/ kgang	Legoro
Setlhopa/ lenaaneng la setlhoph a sa tshedimose tso le tshedimose tso poraefete ya tsona	<p>Badiri/babereki: Rekoto ya botshelo jwa babereki</p> <p>Batho ba bangwe/ Baamegi: dipotso tsa ka kakaretso le go bona webosaete ya khamphani; leina, aterese ya emeili</p> <p>Mekgatlho ya intaseteri; rekoto ya maloko</p> <p>Metsweding ya tshedimose tso; irekoto tsa dipuisano tsa metsweding</p> <p>Motlamedi wa tiro: rekoto tsa botshelo jwa motlamedi wa tiro</p>
Ba amogelang tshedimose tso poraefete	<p>Letlole la Phenšene ya Badiredipuso</p> <p>Mekgatlho ya intaseteri</p> <p>Tsenyotirisong ya melao</p> <p>Bareki mo tlhwatlhwatlase kgotsa phuduso e kgolo thata ya kgwebo ya Fraser Alexander kgotsasetlhoph a sa dikhamphani</p> <p>Badiredi (Botlamedi Ba tirelo)</p> <p>Bothati jo bo neelanang ka tetelelo</p>

12. Lebaka/maikaelelo a go tsamaisa/ a tsamaiso ya tshedimose tso ya poraefete ke Fraser Alexander

Re rolaganya/tsamaisa tshedimose tso ya poraefete ka mabaka a farologaneng e akaretsa lefa e se e lekanyetswe go tse latelang;

- Go tlamela kana go laola tshedimose tso nngwe le nngwe, maungo le kgotsa ditirelo tse kopilweng ke kgang ya tshedimose tso.
- Go re thusa go supa/kgetha kgang ya tshedimose tso fa ba ikgolaganya le Fraser Alexander.
- Go boloka direkoto tsa bareki/ badirisi;
- Diretswa maikaelelo a go batlela mebereko;
- Diretswa maikaelelo a tiro;
- Diretswa maikaelelo a go ithutela tiro;
- Diretswa maikaelelo a maeto;
- Diretswa maikaelelo a tsamaiso kakaretso, matlotlo le lekgetho;
- Diretswa maikaelelo a ka fa molaong kgotsa peelomabaka;
- Diretswa maikaelelo a kalafi le pabalesego;
- Go ela tlhoko tsetlelesego, pabalesego tshireletso le go laola mafelo le dikago tsa rona;
- Go boisana le barekisi ba bangwe le ba bangwe ba re tshwaraganetseng kgwebo le bona/ bagwebi mmogo;
- Go re thusa go tokafatsa boleng jwa ditiriso le maungo a ona;
- Go re thusa go thibela le go dupelela boferefere/tsietsi le bonokwane jwa tshelete;
- Go re thusa go seama gape/go tswa dikolotong;
- Go dira tshekatsheko le dintlha ka moreki;
- Go supa didiriswa le maungo a a kannang a kgatlhego go bareki le go ba itsesi ka ga didiriswa le maungo a rona;

13. Tsamaiso/ Thulaganyo ya dikopo tsa tsetlelesego: Karolo 51(1)(b).

- Mokopi o tshwanetse a tlatse foromo C mme he a e neele foromo e mmogo le madi a go duela kopo, di isiwe kwa ofising ya motlhankedimogolo wa tsa tshelete mo atereseng ya gagwe ya tulo kgotsa ya poso, kgotsa ka emeili/aterese ya emeili jaaka e kwadilwe mo godimo.
- Foromo e tshwanetse go:
 - Go Naya dilwana tse lekaneng go kgontsha motlhankedimogolo wa tsa tshelete gore a supe di rekoto tse kopilweng le go supa mokopi.
 - Go tlhalosa gore ke efeng tsela ya tsetlelelo e kopilweng.
 - Tlhalose aterese ya poso kgotsa aterese ya emeili tsa mokopi ka mo repaboleking.
 - Lemoga tokelo e mokopi a batlang go e dirisa kgotsa go e tshireletsa, o be o neele o be o tlhalose gore goreng rekotoe e kopilweng e tlhokega go dirisa kgotsa go sireletsa yona tokelo eo

- Fa, mo godimo ga phetolo e kwadilweng, mokopi o eletsa go tshebiswa ka ga tshireletso e Leng mo kopong, ka tsela epe fela, bua mokgwa o le dilwana tse lekaneng go re a tshebiswe mo mokgweng o mongwe. ;
- Fa kopo e diriwe/dirilwe mo boemeng jwa motho o mongwe mokopay-tshedimosetso o to tshwanela ke go ntsha bosupi jwa maemo a mokopi- tshedimosetso yo o dirang kopo eno ka tsela e kgotsofatsang motlhankedimogolo wa tshelete.
- Motlhankedimogolo wa tshelete o tla rulaganya kopo mo matsatsing a le 30 morago ga gore a amogele kopo. Motlhankedimogolo wa tshelete a ka nne a kopa go okelediwa nako ka lobaka lo lo sa feteng malatsi a mangwe a 30, ka ntlha ya mabaka a rileng, mmogo le kopo e e akaretseng,(1) ditokomane tse di ntsi thata,(2)go I kgolaganya le ditlamo tse dingwe tsa puso kgotsa tsa poraefete, (3) kgotsa fa mokopatshedimosetso a ntshitse nako e e okeleditsweng ka lekwalo.
- Motlhankedimogowa tsa tsheleteo tla tsebisa mokopi tshedimosetso ka lekwalo ga e ba kgotsa nnya gore kopo ya phihlelelo e gannwe, kgotsa e dumetswe.fa go ka diragala gore kopo e e gannwe, mokopi o tla neelwa mabaka a a feletseng goreng kopo ya gagwe e gannwe ebile o tla tsebiswa gore mokopi tshedimosetso a ka nne a tsenya kopo le kgotlasekelo kgatlanong le kganoya kopo ya gagwe, mmogo le mokgwatsamaiso,(akaretsa motlha) wa go tsenya kopo e jalo
- Tsweetswee ela tlhoko gore kopo e tladitsweng e feletseng e seameng ya foromo ya phihlelelo ga e re gore mokopi o letleletswe kgotsa go dumetswe mokopi phihlelelo go direkoto tse a di kopileng. Kopo ya phihlelelo go direkoto e laolwa ke ditekanyetso dingwe fa direkoto tse kopilweng di wela tlase ga magoro a tihalosetsweng mo Karolo 3 ya Kgaolo 4 ya Karolo 3 ya molao
- Godimo ga moo,tsweetswee ela tlhoko gore fa go na le pelaelo e maleba ya gore kopo e bone phihlelelo ya direkoto ka lebaka la gore neelo ya tshedimosetso e sa seamang,e maaka kgotsa e tsietsang, kgetsisemolao e ka tseelwa magato kgahlanong le mokopitshedimosetso.
- Fa go direga gore kopo ya phihlelelo e ya atlega, tuediso ya go newa phihlelelo e tla duelelwa lebakeng leo, go dirwa gape le kgotsa go baakannwa ga direkoto go tla balwa ka ntlha ya dituelo tse di batlegang fa tlase ga molao.
- Fa motlhankedimogolo wa tsa tshelete a senka/batla rekoto mme go dumelwa gore rekoto eo ga e teng/ga e yo kgotsa ga e bonwe, mokopi o tla etsisiwa ka tsela ya afitafiti/maikano a boitshep. Seo se tla akaretsa dikgato tse di tserwing go batla direkoto.
- Fa phihlelelo e ka kopiwa mo rekotong e nang le/ tshotseng tshedimosetso ka ga motho wa boraro, motlhankedimogolo wa tsa tshelete o patelesega go leka go tlhomana le motho wa boraro go moitsise ka ga kopo. Se se neela motho wa boraro tshono/sebaka sa go fetola ka go dumela phihlelelo eo kgotsa ka go naya lebaka goreng phihlelelo e ka ganwa. Ka ditiragalo tsa gore motho wa boraro a nne le mabaka a utlwagalang sentle ka ntlha ya go tshegetsa kgotsa go gana ka phihlelelo, motlhankedimogolo wa tsa tshelete o tla akanyetsa mabaka a a go swetsa gore phihlelelo e neiwe kgotsa nnya.

14. Dikgato tsa kokoanyo ya tshedimosetso ya go tshireletsa tshedimosetso poraefete Information security measures to protect personal information

- Dikgato tse tshwanetseng e bile di utlwagalang tsa borangane le phuthego di tsentswe tirisong go direla tshireletso ya tshedimosetso poraefete e e tsamaisitsweng ke Fraser Alexander le badiri ba yona. Go ya ka molao wa POPI, badiri ke bone batho ba boraro bao ba rulaganyang tshedimosetso poraefete mo boemong jwa Fraser Alexander. Dikgato tsa tshireletso tsa rona di akaretsa;
 - Dikgato tsa tshireletso ya sebele;
 - Dikgato tsa taolo ya phitlhelelo;
 - Dikgato tsa (kokoanyo ya) tshireletso ya mo teng;
 - Dikgato tsa tshireletso ya ditlhaeletsano tsa dikhomphutara;

- Dikgato tse kgatlanong le tshireletso –dikgato tse kgatlanong le baerasenti;
- Tsenya ya thulaganyo e sireletsang dikhomphutara;
- Taolo ya ditlhaka tsa sephiri;
- Thulaganyo ya thapiso ya ga Dikgato tsa tshedimisetso;
- Dikgato tsa tshireletso ya boruni;
- Melao ya khamphani e e amanang le maranya a kakanyo;
- Re tswela pele re dirisa le go tlhokomela dikgato tsa tshireletso ya boranyane le phuthego go sireletsa tshedimisetso poraefete re e tshwereng, le tsetso ya phoso kgotsa ka thato, tatlhego kgotsa tshenyo.
- Re tla tseya Dikgato tsa go bona/ go netefatsa gore badiri ba ba rulaganyang tshedimisetso poraefete mo seemong sa/legatong la Fraser Alexander ba dirisa tshireletso e lekaneng jaaka e bontshitswe fa godimo.

15. Go elela ga go tshelwa-molelwane wa tshedimisetso Trans-border flows of personal information

- Re tla fudusa tshedimisetso poraefete tlodisa kwa meelwaneng ya Aforikaborwa. Fa seemo kgotsa tumelano ya kgwebo e tshwanetseng e batla tsamaiso ya tshelwa-molelwane go dira jalo fela go dumelana le tlhokego tsa kgotlatheomolao wa Aforikaborwa, Kgotsa fa deitha kgannyeng e dumela fuduso ya tshedimisetso poraefete ya bone go batho ba bangwe Kgotsa ba boraro kwa nageng tse sele.
- Re tla tseya magato go netefatsa gore badiri ba patelediwa ke molao, tlhamang meloa ya mekgatliho, kgotsa go tlhama tumalano e e nayang seemo se lekaneng sa tshireletso le go kgomarela meloamotheo ka go rulaganya tshedimisetso poraefete e tshwanetseng e leng molaong, go ya ka molao wa POPI.
- Re tla tseya magato go netefatsa gore badiri ba ba rulaganyang tshedimisetso poraefete e leng taolong kwa ntle ga Aforikaborwa, dirisa tshireletso e lekaneng jaaka e thalositsweng mo karolo 11.

16. Tshedimisetso poraefete e amogetsweng go tswa go batho ba boraro

- Fa re amogela tshedimisetso poraefete go tswa go motho wa boraro mo legatong la deitha kgannyeng, re tlhoka netefatsa ya gore ba na le tumelano e ngwetsweng go tswa go deitha kgannyeng gore a ba lemoga ka ga diteng tsa kaelo tiriso ena ya PAIA le pholisi ya sephiri ya Fraser Alexander, le teng ga e na dikganetso mo go rulaganyeng ga tshedimisetso ya bona go ya ka pholisi eno.

17. Dituediso tse di batlegang

Tse latelang di diragadiwa mo kopong (ntle le kopo tsa sephiri); Karolo 54(1)(f)

- Mokopi-tshedimisetso o tlhoka go duela dituediso tse di batlegang, e eleng R50-00 (Masome a tlhano a di Ranta), pele ga gore kopo e ka rulaganywa.
- Fa ditukisetso tsa direkoto tse kopilweng di tlhoka diura tse feteletseng (6); tuelo e nngwe e tla patelwa (e sa feteng nngwe ya boraro ya tuelo ya phihlelelo e tla duelwa fa kopo e dumetswe).
- Mokopi-tshedimisetso a ka nna a tsenya kopo ko kgotlatshekelo kgatlanong le kontraka/ tuelo ya kopo le le thendara tuelo go kopo maseledi.
- Direkoto dika tshwarwa kgotsa go gogelwa morago go fitlhela dituelo di patetswe.
- Dituelo tsa phihlelano ya setlamo sa poraefete ke tse latelang;

Ditiro	Tuelo
Khophi ya tsebe nngwe le nngwe ya A4	R1.10
Kgatiso ya tsebe nngwe le nngwe ya A4	R0.75
Khophi ya CD	R70.00
Go tthagisa ditshwantsho nngwe le nngwe ya A4	R40.00
Khophi ya setshwantsho	R60.00
Mafoko a a tlantsweng a a gatisitsweng ka segatisamantswe mo tsebeng nngwe le nngwe ya A4	R20.00
Khopi ya mafoko a a gatisitsweng ka segatisamantswe	R30.00
Go batla rekoto le go baakayetsa go e senola	R30 ka ura kgotsa bontlhanngwe jwa yone , kwantle ga ura ya ntlha , e tlhoka go duelelwa go batla rekoto le go baakanngwa ga yone

- Tuelo tsa didiriso tsa poso di tshwanetswe ke go duelelwa ke mokopi pele ga gore a isetswe direkoto tsa gagwe.
- Sebopego/ seemo sa tuelo le sone se teng mo webosaeteng ya Khomišine ya Ditshwanelo tsa Batho ya Aforikaborwa mo www.sahrc.gov.za

18. Mabaka a go gana ka phihlelelo ya rekoto/kgatiso kgotsa pego; karolo 63 go 69 molao le molao wa tshireletso wa tshedimosetso ya poraefete

Phitlhelelo go direkoto tse itseng e tshwanetse ya ganwa ka mabaka a a beilweng fa molaong. Seno se akaretsa:

- Pateletso ya tshireletso ya motho wa boraro o e leng motho wa tlhago, e akaretsang le motho yo a tlhokofetseng;
- Pateletso ya tshireletso ya tshedimosetso ya kgwebo ya motho wa boraro;
- Pateletso ya tshireletso of certain confidential information and confidential information of a third party;
- Pateletso ya Go sireletsa tshireletsego ya motho, le tshireletso ya thoto;
- Pateletso ya tshireletso ya direkoto tse go tthagisiwa ga tsone e leng tshiamelo ko tshekong semolao;
- Pateletso ya tshireletso ya patlisiso ya tshedimosetso ya motho wa boraro.

Phihlelelo go direkoto e ka nna ya ganwa mo makgetlong a mangwe

- tshedimosetso ya kgwebo fa rekoto e:
 - tshotse diphiri tsa kgwebisano
 - tshotse tshedimosetso ka tsa madi, kgwebo, saense kgotsa or borannyane, go senola gore ke e fe e e eo e ka tlhola kotsi the go dikgatlhego tsa kgwebo

- E tshotse boikitsiso, tsenolo e e ka kgonang go lebelelwa go baya setlamo/ khamphani mo thapolong mo konterakeng kgotsa or ditherisanong tse dingwe, kgotsa go tlaolana khamphaning le phadisano ya kgwebo; kgotsa
- Ke porograme/ thulaganyo ya khomputara e e leng ya khampani.

"Fa dikopo tsa tshedimisetso e le tsa go tshameka kgotsa tse di dirwang ka kgalefo , kgotsa tse di akaretsang go faposa ditsompelo go sa tlhokege di tla ganwa . "

Tshireletsego yotlhe e e newang tshedimisetso jaaka e tlhalosiwa fa godimo ga e tlhole e dira fa go gololwa ga tshedimisetso go ama setšhaba .Ka tsela eno teko ya go ama ga yone setšhaba e phimola mabaka a mangwe otlhe a go gana ka tshedimisetso .

Tiko e latelang e tshwanetse go diriswa ke motlhankedimogolo wa tsa tshelete pele ga gore a gane go dumella phihlelelo ga tshedimisetso e welang fat lase ga ditlhopha tsa Tumulano e e seng ya tshenolo di kwadilweng fa godimo.Fa maemo ano afitlhelelwa, tshedimisetso e tshwanetse go senolwa ka ntlha ya mabaka a go bo e ama setšhaba.

Aa tshedimisetso e bontsha go tlola molao ka tsela e e masisi?

KGOTSA

A direkoto tse di kopiwang di na le tshedimisetso e e amanang le kotsi e e masisi e e gomagomelang tshireletsego ya setšhaba kgotsa ya tikologo?

LE

A go ama setšhaba ga tshedimisetso fa e senolwa go feta kgobalo e e ka nnang gone?

19. Tharabololo

Kgwebo kgotsa khamphani ga ya tshwanela go nna ditsela tsa thulaganyo ya boikuelo jwa fa teng malebana le dikopo tsa molao wa PAIA le POPI. ka ntlha ya seo, ditshwetsho tse di direlweng motho yo o tlhomilweng semolaomo karolong ya 5, key a makgaolakgang. Fa kopo e ka ganwa, mokopi o kgona go dirisa kopo kwa kgotlasekelo mo e tshwanetseng ko a dulang teng, kgotsa taolo ya tshedimisetso,go batla thuso.

20. Go nna Gone ga kaela tiriso

Dokhopii tsa kaela tiriso eno di teng go diriwa ditlathobho mo diofising tsa Fraser Alexander, mahala, ntle le tuelo epe. Dikhophi tsa kaelo tiriso di teng go direle tlathobho diofising tsa Fraser Alexander Holdings, ga go duelwe. Di khophi di teng ko Khomišine ya Ditshwanelo tsa Batho ya Aforikaborwa le webosaeteng www.fraseralexander.com.

E ntshwafaditswe ka di 2nd Mopitlwe 2021



KD SCOTT

MOOKAMEDIMOGOLO (CEO)

FOROMO C

KOPO YA PHIHLELELO YA DIREKOTO TSA DITLAMO TSA SEPHIRING
(Karolo 53(1) ya Molao wa Thotloetsa ya go Nwa Tshedimosetso wa bo 2 wa ka 2000)

[Melawana 10]

A. Dintlha tsa setlamo sa sephiring

TLHOGO:

B. Dintlha tsa motho yo a dirang kopo ya phihlelelo ya direkoto

- a. Dintlha tsa motho yo o kopang go bona rekoto di tshwanetse go kwalwa fa tlase
- b. Go tshwanetse ga nwa aterese le / kgotsa nomore ya fekese mo Repaboleking e tshedimosetso e tshwanetseng go romelwa kwa go yone
- c. Bosupi jwa maemo a motho yo o dira kopo eno, fa bo le teng , bo tshwanetse go mametlelelwa mo foromong .

Maina ka botlalo le sefane:

Nomere ya itshupo:

Aterese ya poso

Nomere ya fax :

Mogalo:

Aterese ya Emeili:

Maemo a motho yo o dirang
kopo , fa a e direla motho yo
mongwe

C. Dintlha tsa motho motho yo o direlwang kopo eno

Karolo eno e tshwanetse go tladiwa fa FELA e le gore kopo e dirwa mo boemong jwa motho yo mongwe

Maina ka botlalo le sefane:

Nomere ya itshupo:

D. Dintlha tsa rekoto

- a. Re neye dintlha ka botlalo tsa rekoto e e kopiwang go bonwa, le nomere-tshupetso fa e le gore o a e itse , go dira gore re kgone go batla rekoto le go e bona.
- b. Fa e le gore sebaka se o se neilweng ga se a lekana re kopa gore o kwale mo pampiring e nngwe kwa thoko o bo o e tshwaraganya le foromo eno.

Mokopa-tshedimosetso o tshwanetse go saena dipampiri tsotlhe tse dingwe tse a
kwaletseng mo go tsone kwa thoko.

1 Tlhaloso ya rekoto kgotsa karolo e e maleba ya rekoto:

2 Nomore-tshupetso , fa e le teng :

3 Dintlha dipe tse di oketsegileng tsa rekoto :

E. Dituelo

- a. Kopo ya go bona rekoto, ntle le rekoto e nang le tshedimisetso poraefete ka ga yena,e tla rulaganywa fela morago ga gore go duelwe.
- b. O tla itsisiwe gore o duele bokae jaaka tuediso ya kopo,
- c. Tuediso e o e duelelang go bona rekoto e ikaegile ka gore o kopa go e bona e le mo sebopegong sefe le nako e e lekaneng sentle ya go batla le go bona rekoto e go kopiwang go e bona
- d. Fa o tshwanelegela go se duedisiwe tuediso epe, re kopa gore o kwale lebaka la teng.

Mabaka gore o sa battle go duela:

F. Foromo ya phitlhelelo ya rekoto

Fa o thibetshwe ka lebaka la bogole gobala, reetsa kgotsa o lebelele rekoto ka sebopego sa phihlelelo e tlhagisitsweng mo 1 go 14 ka fa tlase, kwala bogole jwa gago o be o tlhalose go re ke se feng sebopego se kopo e batlehang ka sona.

Bogole:		Sebopego se rekoto e kopiwang e le mo go sone:	
Tshwaya lebokoso le le maleba ka X. MELAETSA:			
a. Go dumelwa ga kopo ya gago ya phihlelelo e le ka sebopego se se rileng go ka nna ga ikaegaka sebopego.			
b. Go bona rekoto ka sebopego se o e kopang ka sone go ka nna ga ganwa mo maemong a a riling. o tla itsisiwe gore a o tla newa rekoto e le ka sebopego se sele .			
c. Tuelo e duelwang e direlwa phihlelelo ya direkoto, kapo epe, e tla laolwa go le gonnye ke sebopego se e kopiwang			
1. Fa rekoto e le e e kwadilweng kgotsa e e gatisitsweng:			
Khopi ya rekoto*		Tlhatlhubo ya rekoto	
2. Fa rekoto e na le ditshwantsho (Seno se akaretsa dinepe , diselaete , dibidio tse di rekotilweng , ditshwantsho tse di dirilweng ka khomphiutha , ditshwantsho-thalo , jj .) leba ditshwantsho go kopololwa ga ditshwantsho* Go gatisiwa ga ditshwantsho			
Leba ditshwantsho		Kopololwa ditshwantsho"	
* Go gatisiwa ga ditshwantsho *			
3. Fa rekoto e na le mafoko a a rekotilweng kgotsa tshedimisetso e e kgonang go tlhagisiwa gape jaaka modumo:			
Reetsa se se gatisitsweng (khasete)		Go kwalololwa ga mafoko a a gatisitsweng* (tokomane e e kwadilweng kgotsa e e	
4. Fa rekoto e bolokilwe mo khomphiutheng kgotsa e le ka sebopego sa eleketeroniki kgotsa e le e e kgonang go buisiwa ke motšhine :			
Khopi e e gatisitsweng ya rekoto*		Khopi e e gatisitsweng ya tshedimisetso e e tserweng mo rekotong"	
khopi e e buisiwang fela mo khomphiutheng* (ka disiki)			

Fa o kopa khopi kgotsa rekoto e e tlantsweng ya mafoko a a gatisitsweng ka segatisa-mantswe (fa godimo), e ka ba o lakaletsa go kopa kgotsa kgatiso e posetswe go wena? Go poswa go a duelwa.	EYA	NNYA
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G. Dintlha tsa tokelo ya go sireletswa kgotsa go ikatisa

Fa e le gore sebaka se o se neilweng ga se a lekana re kopa gore o kwale mo pampiring e nngwe kwa thoko o bo o e tshwaraganya le foromo eno. Mokopa-tshedimosetso o tshwanetse go saena dipampiri tsotlhe tse dingwe tse a kwaletseng mo go tsone kwa thoko.

1. Bontsha gore ke tokelo epe ya go sireletswa kgotsa go ikatisa Indicate which right is to be exercised or protected:

2. Tlhalosa gore goring rekoto e kopilweng l batlelwa go katisiwa kgotsa go tshireletsiwa mo go kwetsweng peleng:

H. Kitsiso ka mokgwa ofe tshwetso ka kopo ya gago ya go bona rekoto?

Bakopa-tshedimosetso ba tla itsisiwe ka lekwalo gore a kopo ya bone e amogetswe / gannwe. Fa o batla go itsisiwe seno ka mokgwa o sele , re kopa gore o o tlhalose o bo o re naya dintlha tse di tlhokegang gore re kgone go dira go ya ka kopo ya gago.

O ka rata go itsisiwe ka mokgwa ofe tshwetso ka kopo ya gago ya go bona rekoto?

E saenilwe kwa..... ka di tsa letsatsi la 20.....

MOSAENO WA MOKOPA-TSHEDIMOSETSO /
MOTHO YO O DIRELWANG KOPO ENO