



## EMPLOYEE CONSENT AND CONFIDENTIALITY CLAUSE

1. “Personal Information” (PI) shall mean the race, gender, sex, pregnancy, marital status, national or ethnic origin, colour, sexual orientation, age, physical or mental health, disability, religion, conscience, belief, culture, language and birth of a person; information relating to the education or the medical, financial, criminal or employment history of the person; any identifying number, symbol, email address, physical address, telephone number, location information, online identifier or other particular assignment to the person; the biometric information of the person; the personal opinions, views or preferences of the person; correspondence sent by the person that is implicitly or explicitly of a private or confidential nature or further correspondence that would reveal the contents of the original correspondence; the views or opinions of another individual about the person whether the information is recorded electronically or otherwise.
2. “POPIA” shall mean the Protection of Personal Information Act 4 of 2013 as amended from time to time.
3. The employer undertakes to process the PI of the employee only in accordance with the conditions of lawful processing as set out in terms of POPIA and in terms of the employer’s relevant policy available to the employee on request and only to the extent that it is necessary to discharge its obligations and to perform its functions as an employer and within the framework of the employment relationship and as required by South African law.
4. The employee acknowledges that the collection of his/her PI is both necessary and requisite as a legal obligation, which falls within the scope of execution of the legal

pretoria	sandton	cape town	durban	bloemfontein
rms house, 53 de havilland crescent, persequor technopark, pretoria t 012 0013 600, f 086 618 0542 po box 110, persequor park 0020, pretoria info@remotemetering.net - www.remotemetering.net	centric house mellis court mellis road rivonia t 0860 767 999 f 086 618 0542	3 <sup>rd</sup> floor letterstedt house newlands on main newlands t 021 671 1575 f 086 544 4102	unit 8, 1 <sup>st</sup> floor, 4 the crescent, westway office park, westville t 031 265 8513 f 086 621 6158	8 andre p brink str, langenhoven park, t 051 880 0004 f 086 618 0542

functions and obligations of the employer. The employee therefore irrevocably and unconditionally agrees:

- 4.1. That he/she is notified of the purpose and reason for the collection and processing of his or her PI insofar as it relates to the employer's discharge of its obligations and to perform its functions as an employer.
- 4.2. That he/she consents and authorises the employer to undertake the collection, processing and further processing of the employee's PI by the employer for the purposes of securing and further facilitating the employee's employment with the employer.
- 4.3. Without derogating from the generality of the aforesaid, the employee consents to the employer's collection and processing of PI pursuant to any of the employer's Internet, Email and Interception policies in place insofar as PI of the employee is contained in relevant electronic communications.
- 4.4. To make available to the employer all necessary PI required by the employer for the purpose of securing and further facilitating the employee's employment with the employer.
- 4.5. To absolve the employer from any liability in terms of POPIA for failing to obtain the employee's consent or to notify the employee of the reason for the processing of any of the employee's PI.
- 4.6. To the disclosure of his/her PI by the employer to any third party, where the employer has a legal or contractual duty to disclose such PI or where registered financial institutions require employment confirmation. The employer merely verifies PI such as the type of contract, salary pay date and if the employer is retrenching or plan to retrench within the next six months.
- 4.7. The employee further agrees to the disclosure of his/her PI for any reason enabling the employer to carry out or to comply with any business obligation the employer may have or to pursue a legitimate interest of the employer in order for the employer to perform its business on a day to day basis.
- 4.8. The employee authorises the employer to transfer his/her PI outside of the Republic of South Africa for any legitimate business purpose of the employer within the international community. The employer undertakes not to transfer

or disclose his/her PI unless it is required for its legitimate business requirements and shall comply strictly with legislative stipulations in this regard.


5. The employee acknowledges that during the course of the performance of his/her services, he/she may gain access to and become acquainted with the personal information of certain clients, suppliers and other employees. The employee will treat personal information as a confidential business asset and agrees to respect the privacy of clients, suppliers and other employees.
6. To the extent that he/she is exposed to or insofar as PI of other employees or third parties are disclosed to him/her, the employee hereby agree to be bound by appropriate and legally binding confidentiality and non-usage obligations in relation to the PI of third parties or employees.
7. Employees may not directly or indirectly, utilise, disclose or make public in any manner to any person or third party, either within the organisation or externally, any personal information, unless such information is already publicly known or the disclosure is necessary in order for the employee or person to perform his or her duties on behalf of the employer.

I hereby authorise the Company, the Company's Payroll and Human Resource Department and authorised Management team to use, review and process any personal information provided to the company in the course of my application and employment as well as any information that I have provided in support of my application.

\_\_\_\_\_  
Employee Name & surname

\_\_\_\_\_  
Signature for the Employee

\_\_\_\_\_  
Date

 (AL Schmidt)  
\_\_\_\_\_  
Signature for the Employer

2021-08-01  
\_\_\_\_\_  
Date