### Manual

### Of

# Roemers Grinding Works (Pty) Ltd (Private Body)

Prepared and compiled on 2023-10-19 in accordance with Section 51 of the Promotion of Access to Information Act, No 2 of 2000 (as amended) in respect of Roemers Grinding Works (Pty) Ltd.

Registration number: 1969/012947/07

**Update:** 2023-10-19

### Table of Contents 6. RECORDS AUTOMATICALLY AVAILABLE TO THE PUBLIC.......9 ANNEXURE A: 22

### 1. INTRODUCTION

Based on over 100 Years of manufacturing, grinding and sharpening experience, Roemer's Grinding Works produces, grinds and sharpens all types of blades, cutters, saws, guillotines, shear blades, granulators and circular blades.

### 2. THE ACT

The Promotion of Access to Information Act, No 2 of 2000 ("The Act" or "PAIA") was enacted on 3 February 2000, giving effect to the right of access to any information held by Government, as well as any information held by another person who is required for the exercising or protection of any rights. This right is entrenched in the Bill of Rights in the Constitution of South Africa. Where a request is made in terms of The Act, the body to which the request is made is not obliged to release the information, except where The Act expressly provides that the information may or must be released. The Act sets out the requisite procedural issues attached to such request.

### 3. PURPOSE OF THE MANUAL

In order to promote effective governance of private bodies, it is necessary to ensure that everyone is empowered and educated to understand their rights in terms of The Act in order for them to exercise their rights in relation to public and private bodies.

Section 9 of The Act, however, recognizes that such right to access to information cannot be unlimited and should be subject to justifiable limitations, including, but not limited to:

- Limitations aimed at the reasonable protection of privacy;
- · Commercial confidentiality; and
- Effective, efficient and good governance

And in a manner that balances that right with any other rights, including such rights contained in the Bill of Rights in the Constitution.

### This PAIA Manual assist you to-

- 3.1 check the categories of records held by Roemers Grinding Works (Pty) Ltd which are available without a person having to submit a formal PAIA request;
- 3.2 have a sufficient understanding of how to make a request for access to a record of Roemers Grinding Works (Pty) Ltd, by providing a description of the subjects on which Roemers Grinding Works (Pty) Ltd holds records and the categories of records held on each subject;
- 3.3 know the description of the records of Roemers Grinding Works (Pty) Ltd which are available in accordance with any other legislation;
- 3.4 access all the relevant contact details of the Information Officer and Deputy Information Officer(s) who will assist you with the records you intend to access;
- 3.5 know the description of the guide on how to use PAIA, as updated by the Information Regulator, and how to obtain access to it;
- 3.6 know if Roemers Grinding Works (Pty) Ltd processes personal information and the purpose of processing of personal information;
- 3.7 know the description of the categories of data subjects and the information or categories of information relating thereto;
- 3.8 know the recipients or categories of recipients to whom the personal information may be supplied;
- 3.9 know if Roemers Grinding Works (Pty) Ltd plans to transfer or process personal information outside the Republic of South Africa and the recipients or categories of recipients to whom the personal information may be supplied; and
- 3.10 know whether Roemers Grinding Works (Pty) Ltd has appropriate security measures to ensure the confidentiality, integrity and availability of the personal information which is to be processed.

### 4. CONTACT DETAILS:

Information Officer: Chade Laudien

Postal Address:

P.O. Box 43293, Woodstock, 7915

Physical Address: 18-24 Durham Avenue, Salt River, Cape Town, 7925

Telephone No: +27 (0)21 447 2371

E-mail:

c.karshagen@roemers.co.za

Deputy Information Officer:

Not Applicable

### **GENERAL INFORMATION:**

Name of Private Body: Roemers Grinding Works (Pty) Ltd

Registration No: 1969/012947/07

Postal Address:

P.O. Box 43293, Woodstock, 7915

Physical Address (or principal place of business): 18-24 Durham Avenue, Salt River, Cape Town, 7925

Telephone No: +27 (0)21 447 2371

E-mail: c.karshagen@roemers.co.za

Website: www.roemers.co.za

## 5. GUIDE ON HOW TO USE PAIA AND HOW TO OBTAIN ACCESS TO THE GUIDE

- 5.1. The Regulator has, in terms of Section 10(1) of PAIA, as amended, updated and made available the revised Guide on how to use PAIA ("Guide"), in an easily comprehensible form and manner, as may reasonably be required by a person who wishes to exercise any right contemplated in PAIA and POPIA.
- 5.2. The Guide is available in each of the official languages and in braille.
- 5.3. The aforesaid Guide contains the description of-
  - 5.3.1. the objects of PAIA and POPIA;
  - 5.3.2. the postal and street address, phone and fax number and, if available, electronic mail address of-
    - 5.3.2.1 the Information Officer of every public body, and
    - 5.3.2.2 every Deputy Information Officer of every public and private body designated in terms of Section 17(1) of PAIA and Section 56 of POPIA;
  - 5.3.3 the manner and form of a request for-
    - 5.3.3.1 access to a record of a public body contemplated in Section 11 of PAIA; and
    - 5.3.3.2 access to a record of a private body contemplated in Section 50 of PAIA;
  - 5.3.4 the assistance available from the Information Officer of a public body in terms of PAIA and POPIA;
  - 5.3.5 the assistance available from the Information Regulator in terms of PAIA and POPIA;

- 5.3.6 all remedies in law available regarding an act or failure to act in respect of a right or duty conferred or imposed by PAIA and POPIA, including the manner of lodging-
  - 5.3.6.1 an internal appeal;
  - 5.3.6.2 a complaint to the Regulator; and
  - 5.3.6.3 an application with a court against a decision by the information officer of a public body, a decision on internal appeal or a decision by the Regulator or a decision of the head of a private body;
- 5.3.7 the provisions of Sections 14 and 51 of PAIA requiring a public body and private body, respectively, to compile a manual, and how to obtain access to a manual;
- 5.3.8 the provisions of Sections 15 and 52 of PAIA providing for the voluntary disclosure of categories of records by a public body and private body, respectively;
- 5.3.9 the notices issued in terms of Sections 22 and 54 of PAIA regarding fees to be paid in relation to requests for access; and
- 5.3.10 the regulations made in terms of Section 92 of PAIA.
- Members of the public can inspect or make copies of the Guide from the offices of the public and private bodies, including the office of the Regulator, during normal working hours.
- 5.5 The Guide can also be obtained-
  - 5.5.1 upon request to the Information Officer;
  - 5.5.2 from the website of the Information Regulator (https://inforegulator.org.za/).
- 5.6 A copy of the Guide is also available in two official languages, for public inspection during normal office hours.

### 6. RECORDS AUTOMATICALLY AVAILABLE TO THE PUBLIC

Category of records	Types of the Record	Available on Website	Available upon request	
Company	Company Profile	X	X	
	Terms and Conditions of Trade	Х	Х	
	PAIA Manual	X	Х	
	Privacy Notice	Х	Х	

### 7. RECORDS OF THE PRIVATE BODY

This clause serves as a reference to the records that Roemers Grinding Works (Pty) Ltd holds in order to facilitate a request in terms of The Act.

It is recorded that the accessibility of the documents listed herein below, may be subject to the grounds of refusal set out hereinafter.

Subjects on which the body holds records	Categories of records
Governance	Company Registration Documentation
	Minutes of Meetings
	Company Resolutions
Finance	General
	VAT Records
	Tax Records
	PAYE Records
	UIF Records
	SDL Records
	Management Accounts and Audited Financial
	Statements
	Asset Register
	Operating system
	Invoice
	Weekly / monthly / quarterly / annual
	statement
	Debit note
	Credit note

	Danking			
	Banking			
	Cheque account			
	Current account			
	Cash records			
	Financial reporting			
Operations	Work instruction manuals			
	Customer database			
	Payment in respect of goods / services based			
	on C.O.D. / 30day and longer			
	Sales records			
	Production records			
,	Records in respect of scheduling and supply of			
	services			
Client Records	Client correspondence			
	Client contracts			
	Legal documentation			
Supplier Records	Supplier contracts & agreements			
	supplier statutory compliance (where			
e	applicable)			
IT Records	Licenses			
	Software programs			
	Software applications			
	Internal company e-mails			
	Internet connectivity reports			
Human Resources	HR policies and procedures			
	Advertised posts			
	Employees records			

### 8. RECORDS REQUIRED IN TERMS OF LEGISLATION

Records are kept in accordance with legislation applicable to Roemers Grinding Works (Pty) Ltd, which includes but is not limited to, the following –

- Basic Conditions of Employment Act, 75 of 1997
- Close Corporations Act, 69 of 1984
- Compensation for Occupational Injuries and Diseases Act, 130 of 1993
- Constitution of the Republic of South Africa, 108 of 1996
- Consumer Protection Act, 68 of 2008
- Electronic Communications and Transactions Act, 36 of 2005
- Income Tax Act, 58 of 1962
- Labour Relations Act, 66 of 1995
- National Credit Act, 34 of 2005
- Occupational Health and Safety Act, 85 of 1993
- Protection of Personal Information Act, 4 of 2013
- Promotion of Access to Information Act, 2 of 2000
- Unemployment Insurance Act, 63 of 2001
- Value Added Tax Act, 89 of 1991

Reference to the above-mentioned legislation shall include subsequent amendments and secondary legislation to such legislation.

### 9. PROCESSING OF PERSONAL INFORMATION

### 9.1 Purpose of Processing Personal Information

We process personal information:

- with the consent of the data subject;
- in order to comply with contractual obligation to the data subject;
- in order to comply with any lawful obligations;
- in pursuit of a legitimate interest of the Company; or
- as otherwise directed by the data subject.

# 9.2 Description of the categories of Data Subjects and of the information or categories of information relating thereto

Categories of Data Subjects	Personal Information that may be processed
Customers / Clients	name, company registration number, VAT
	registration number, contact details, address.
Service Providers	name, company registration number, VAT
	registration number, contact details, address and
	bank details.
Employees	name, identity number, contact details, address,
	employment history, qualifications, bank details
	and
_	next of kin.

# 9.3 The recipients or categories of recipients to whom the personal information may be supplied

Payroll administrators
Training providers
Clock in system administrators
Verification agencies
Provident fund administrators
Auditing
Criminal checks agencies
Information Security service providers

### 10. REQUEST PROCEDURE FOR OBTAINING INFORMATION

### Access to records held by Roemers Grinding Works (Pty) Ltd

Records held by Roemers Grinding Works (Pty) Ltd may be accessed by request only once the prerequisites for access have been met.

The requester must fulfil the prerequisites for access in terms of The Act, including the payment of a requested access fee.

The requester must comply with all the procedural requirements contained in The Act relating to the request for access to a record.

The requester must complete the prescribed Form 2 (Annexure B) and submit same as well as payment of a request fee and a deposit, if applicable, to the Information Officer at the postal or physical address, fax number or electronic mail address as stated herein.

The prescribed form must be filled in with enough particulars to at least enable the Information Officer to identify  $-\,$ 

- The record or records requested;
- · The identity of the requester,
- Which form of access is required, if the request is granted;
- The postal address or fax number or email address of the requester.

The requester must state that they require the information in order to exercise or protect a right, and clearly state what the nature of the right to be exercised or protected is. In addition, the requester must clearly specify why the record is necessary to exercise or protect such a right.

Roemers Grinding Works (Pty) Ltd will process the request within 30 days, unless the requester has stated a special reason that would satisfy the Information Officer that circumstances dictate that the above time periods are not complied with.

The requester shall be informed whether access has been granted or denied in the form of Form 3 (Annexure C). If, in addition, the requester requires the reason for the decision in any other manner, they must state the manner and the particulars so required.

If a request is made on behalf of another person, then the requester must submit proof of the capacity in which the requester is making the request, to the reasonable satisfaction of the Information Officer.

### 9.4 Planned transborder flows of personal information

We may transfer your information outside South African borders for retention purposes and/or if our service provider/s are cross border or uses cross boarder systems. We will only share your information with service providers who have comparable privacy policies in place.

# 9.5 General description of Information Security Measures to be implemented by the responsible party to ensure the confidentiality, integrity and availability of the information IT Safeguards:

Personal information is stored on an online platform which is password protected with only authorised persons having access thereto.

Password protection, malware and firewall software has been installed on all Company owned electronic devices which is updated regularly.

### **Physical Safeguards:**

Hard copy documentation is stored in the administrative offices, which is access controlled and accessible to authorised persons only.

If an individual is unable to complete the prescribed Form because of illiteracy or disability, such a person may make the request orally.

### **11. FEES**

When the Information Officer receives the request, such Officer shall, by notice, require the requester to pay the prescribed request fee (if any), before any further processing of the request.

If the search for the record has been made in the preparation of the record for disclosure, including arrangements to make it available in the requested form, and it requires more than the hours prescribed in the regulation for this purpose, the Information Officer shall notify the requester to pay as a deposit the prescribed portion of the access fee which would be payable if the request is granted.

The Information Officer shall withhold a record until the requester has paid the Fees as indicated.

A requester, whose request for access to a record has been granted, must pay an access fee for reproduction and for search and preparation, and for any time reasonably required in excess of the prescribed hours to search for and prepare the record for disclosure, including making arrangements to make it available in the requested form.

If a deposit has been paid in respect of a request for access, which is refused, then the Information Officer concerned must repay the deposit to the requester.

The fees applicable to a request for information are set out in Annexure A hereto.

The requester must pay the prescribed fee before any further processing can take place.

### 12. GROUNDS FOR REFUSAL OF ACCESS TO INFORMATION

The main grounds for Roemers Grinding Works (Pty) Ltd to refuse a request for information relates to the:

- Mandatory protection of the privacy of a third party that is a natural person that would involve the unreasonable disclosure of personal information of that natural person;
- Mandatory protection of the commercial information of a third party, if the record contains:
  - Trade secrets of that third party;
  - Financial, commercial, scientific or technical information, disclosure of which could likely cause harm to the financial or commercial interests of that third party;
  - Information disclosed in confidence by a third party to the Private Body, if the disclosure could put that third party at a disadvantage in negotiations or commercial competition;
- Mandatory protection of confidential information of third parties if it is protected in terms of any agreement;
- Mandatory protection of confidential information of the protection of property;
- Mandatory protection of records that would be regarded as privileged in legal proceedings;
- The commercial activities of Roemers Grinding Works (Pty) Ltd which may include:
  - Trade secrets of Roemers Grinding Works (Pty) Ltd
  - Financial, commercial, scientific or technical information, disclosure which could likely cause harm to the financial or commercial interest of Roemers Grinding Works (Pty) Ltd;
  - Information which, if disclosed could put Roemers Grinding Works (Pty) Ltd at a disadvantage in negotiations or commercial competition;
  - A computer program, owned by Roemers Grinding Works (Pty) Ltd and protected by copyright.
- The research information of Roemers Grinding Works (Pty) Ltd or a third party, if its
  disclosure would reveal the identity of Roemers Grinding Works (Pty) Ltd, the
  researcher or the subject matter of the research and would place the research at a
  serious disadvantage;

Requests for information that are clearly frivolous or vexatious, or which would involve an unreasonable diversion of resources shall be refused.

### 13. DECISION

Roemers Grinding Works (Pty) Ltd will within 30 days of receipt of the request, decide whether to grant or decline the request and give notice with reasons (if required) to that effect.

The requester shall be informed whether access has been granted or denied in the form of Form 3 (Annexure C). If, in addition, the requester requires the reason for the decision in any other manner, they must state the manner and the particulars so required.

The 30 day period within which Roemers Grinding Works (Pty) Ltd has to decide whether to grant or refuse the request, may be extended for further period of not more than 30 days if the request is for a large amount of information, or the request requires a search for information held at another office of Roemers Grinding Works (Pty) Ltd and the information cannot reasonably be obtained within the original 30 day period. Roemers Grinding Works (Pty) Ltd will notify the requester in writing should an extension be sought.

### **AVAILABILITY OF THE MANUAL**

The manual of Roemers Grinding Works (Pty) Ltd is available at the premises of Roemers Grinding Works (Pty) Ltd as well as on the website of Roemers Grinding Works (Pty) Ltd.

Signed by:

Date:

202

### **ANNEXURE A:**

The table below sets out the fees applicable to any request for a record of information held by  $\frac{1}{2} \left( \frac{1}{2} \right) = \frac{1}{2} \left( \frac{1}{2} \right) \left( \frac{1}{2}$ 

Item	Description	Amount
1.	The request fee payable by every requester	R 140.00
2.	Photocopy/printed black & white copy of A4-size page	R 2.00 per page or part thereof
3.	Printed copy of A4-size page	R 2.00 per page or part thereof
4.	For a copy of computer-readable form on:  (i) Flash drive (to be provided by the requestor)  (ii) Compact Disk:	R 40.00
	a. If provided by requester	R 40.00
5.	b. If provided to the requester	R 60.00
6.	For a transcription of visual images per A4-size page For a copy of visual images	Service to be outsourced.
0.	Tot a copy of visual images	Will depend on quotation from service provider.
7.	Transcription of an audio record, per A4-size page	R 24.00
8.	For a copy of audio recording on:  (i) Flash drive (to be provided by the requestor)  (ii) Compact Disk:  a. If provided by requester	R 40.00 R 40.00
	b. If provided to the requester	R 60.00
9.	To search for and prepare the record for disclosure, for each hour or part of an hour, excluding the first hour, reasonably required for such search and preparation.  Not to exceed a total cost of	R 145.00
10.		R 435.00
	Deposit: If search exceeds 6 hours	One third of the amount per request calculated in terms of items 2 to 8.
11.	Postage, email or any other electronic transfer	Actual expense, if any.

### **ANNEXURE B: FORM 2**

### **REQUEST FOR ACCESS TO RECORD**

[Regulation 7]

### NOTE:

1. Proof of identity must be attached by the requester.

2. If requests made on behalf of another person, proof of such authorisation, must be attached to this form.

TO: The Informa	ation Officer	
(Add	ress)	
E-mail address:		
Fax number:		
Mark with an "X"		
Request is n	nade in my own na	Request is made on behalf of another person.
	PERSO	NAL INFORMATION
Full Names		
Identity Number		
Capacity in which request is made (when made on behalf of another person)		
Postal Address		
Street Address		
E-mail Address		
	Tel. (B):	Facsimile:
Contact Numbers	Cellular:	

Full names of person on whose behalf request is made (if applicable):		
Identity Number		
Postal Address		
Street Address		
E-mail Address		
Contact Numbers	Tel.(B)	Facsimile
Contact Numbers	Cellular	
number if that is known	lars of the record to wo own to you, to enable the continue on a separa	F RECORD REQUESTED  hich access is requested, including the reference the record to be located. (If the provided space is the page and attach it to this form. All additional must be signed.)
Description of record or relevant part of the record:		
Reference number, if available		
Any further particulars of record		

	(Mark the applicable box with an "X")
Record is in written or printed	d form
Record comprises virtual im recordings, computer-genera	ages (this includes photographs, slides, video ated images, sketches, etc)
Record consists of recorded v	vords or information which can be reproduced in sound
Record is held on a computer	or in an electronic, or machine-readable form
	ding copies of any virtual images, transcriptions and or or in an electronic or machine-readable form)
video recordings, computer-g	on of virtual images (this includes photographs, slides, generated images, sketches, etc.)
Transcription of soundtrack (	written or printed document)
Copy of record on flash drive	(including virtual images and soundtracks)
Convert some of desired of	isc drive(including virtual images and soundtracks)
copy or record on compact d	

# MANNER OF ACCESS (Mark the applicable box with an "X") Personal inspection of record at registered address of public/private body (including listening to recorded words, information which can be reproduced in sound, or information held on computer or in an electronic or machine-readable form) Postal services to postal address Postal services to street address Courier service to street address Facsimile of information in written or printed format (including transcriptions) E-mail of information (including soundtracks if possible) Cloud share/file transfer

PARTICULA	RS OF RIGHT TO BE EXERCISED OR PROTECTED			
	is inadequate, please continue on a separate page and attach it m. The requester must sign all the additional pages.			
Indicate which right is to be exercised or protected				
Explain why the record requested is required for the exercise or protection of the aforementioned right:				
	FEES			
a) A request fee mu	ist be paid before the request will be considered.			
b) You will be notified	ed of the amount of the access fee to be paid.			
c) The fee payable	The fee payable for access to a record depends on the form in which access is			
d) required and the If you qualify for exemption	reasonable time required to search for and prepare a record. exemption of the payment of any fee, please state the reason for			
Reason				

You will be notified in writing whether your request has been approved or denied and if approved the costs relating to your request, if any. Please indicate your preferred manner of correspondence:

Postal address	Facsimile		Electronic mmunication lease specify)
Signed at	this	day of	20
Signature of Request	FOR OFFICE		quest is made
Signature of Request Reference number:			quest is made
Reference number: Request received by: (State Rank, Name an Surname of Information	FOR OFFIC		quest is made
Reference number: Request received by: (State Rank, Name al	FOR OFFIC		quest is made
Reference number: Request received by: (State Rank, Name an Surname of Information Officer)	FOR OFFIC		quest is made

Signature of Information Officer

### **ANNEXURE B: FORM 3**

### **OUTCOME OF REQUEST AND FEES PAYABLE**

[Regulation 8]

### Note:

- 1. If your request is granted the—
  - (a) amount of the deposit, (if any), is payable before your request is processed; and
  - (b) requested record/portion of the record will only be released once proof of full payment is received.

2.	proof of full payment is received.  Please use the reference number hereund	proof of full payment is received.  ase use the reference number hereunder in all future correspondence.		
		Reference number:		
TO:				
You	ır request dated, refers.			
2				

### 1. You requested:

Personal inspection of information at registered address of public/private body (including listening to recorded words, information which can be reproduced in sound, or information held on computer or in an electronic or machine-readable form) is free of charge. You are required to make an appointment for the inspection of the information and to bring this Form with you. If you then require any form of reproduction of the information, you will be liable for the fees prescribed in Annexure A.

OR

### 2. You requested:

Printed copies of the information (including copies of any virtual images, transcriptions and information held on computer or in an electronic or machine-readable form )	
Written or printed transcription of virtual images (this includes photographs, slides, video recordings, computer-generated images, sketches, etc)	
Transcription of soundtrack (written or printed document)	
Copy of information on flash drive (including virtual images and soundtracks)	
Copy of information on compact disc drive (including virtual images and soundtracks)	
Copy of record saved on cloud storage server	

### 3. To be submitted:

Postal services to postal address					
Postal services to street address					
Courier service to street address					
Facsimile of information in written or printed format (including transcriptions)					
E-mail of information (including soundtracks if possible)					
Cloud share/file transfer					
Preferred language:  (Note that if the record is not available in the language you prefer, access may be granted in the language in which the record is available)					
Kindly note that your request has been:					
Approved					
Denied, for the following reasons:					

### 4. Fees payable with regard to your request:

<u>Item</u>	Description	Amount	Number of pages/items	Total:
1.	The request fee payable by every requester	R 140.00		
2.	Photocopy/printed black & white copy of A4-size page	R 2.00 per page or part thereof		
3.	Printed copy of A4-size page	R 2.00 per page or part thereof		
4.	For a copy of computer-readable form on:  (i) Flash drive (to be provided by the requestor)  (ii) Compact Disk:  a. If provided by requester  b. If provided to the requester	R 40.00 R 40.00 R 60.00		
5.	For a transcription of visual images per A4-size page	Service to be outsourced. Will		
6.	For a copy of visual images	depend on quotation from service provider.		
7.	Transcription of an audio record, per A4-size page	R 24.00		
8.	For a copy of audio recording on:  (i) Flash drive (to be provided by the requestor)  (ii) Compact Disk:  a. If provided by requester  b. If provided to the requester	R 40.00 R 40.00 R 60.00		
9.	To search for and prepare the record for disclosure, for each hour or part of an hour, excluding the first hour, reasonably required for such search and preparation.  Not to exceed a total cost of	R 145.00 R 435.00		
10.	Deposit: If search exceeds 6 hours	One third of the amount per request calculated in terms of items 2 to 8.		
11.	Postage, email or any other electronic transfer	Actual expense, if any.		
Your I	TOTAL:			

Yes	□ No		
Hours of search	Amount of deposit (calculated on one third of total amount per request)		
The amount must be paid into the	e following Bank account:		
Name of Bank: Name of account holder: Type of account: Account number: Branch Code: Reference No.: Submit proof of payment to:			
Signed atth	isday of20		
Information officer			