

# Wild Side Creative (Pty) Ltd

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Registration number: 2017/316496/07

*Prepared in terms of **Section 51** of the **Promotion of Access to Information Act 2 of 2000** (as amended)*

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## **TABLE OF CONTENTS**

1. LIST OF ACRONYMS AND ABBREVIATIONS .....	3
2. INTRODUCTION .....	3
3. PURPOSE OF PAIA MANUAL .....	3
4. KEY CONTACT DETAILS FOR ACCESS TO INFORMATION OF WILD SIDE CREATIVE (PTY) LTD .	4
5. GUIDE ON HOW TO USE PAIA AND HOW TO OBTAIN ACCESS TO THE GUIDE .....	5
6. CATEGORIES OF RECORDS OF WILD SIDE CREATIVE (PTY) LTD WHICH ARE AVAILABLE WITHOUT A PERSON HAVING TO REQUEST ACCESS .....	8
7. DESCRIPTION OF THE RECORDS OF WILD SIDE CREATIVE (PTY) LTD WHICH ARE AVAILABLE IN ACCORDANCE WITH ANY OTHER LEGISLATION .....	8
8. DESCRIPTION OF THE SUBJECTS ON WHICH THE BODY HOLDS RECORDS AND CATEGORIES OF RECORDS HELD ON EACH SUBJECT BY WILD SIDE CREATIVE (PTY) LTD .....	9
9. PROCESSING OF PERSONAL INFORMATION .....	13
10. AVAILABILITY OF THE MANUAL .....	14
11. UPDATNG OF THE MANUAL .....	15
12. ISSUED BY .....	15

## 1. LIST OF ACRONYMS AND ABBREVIATIONS

- |     |             |  |
|-----|-------------|--|
| 1.1 | “CEO”       | Chief Executive Officer  |
| 1.2 | “DIO”       | Deputy Information Officer;  |
| 1.3 | “IO”        | Information Officer;   |
| 1.4 | “Minister”  | Minister of Justice and Correctional Services;                           |
| 1.5 | “PAIA”      | <i>Promotion of Access to Information Act No. 2 of 2000 (as Amended;</i> |
| 1.6 | “POPIA”     | <i>Protection of Personal Information Act No.4 of 2013;</i>              |
| 1.7 | “Regulator” | The Information Regulator; and   |
| 1.8 | “Republic”  | Republic of South Africa   |

## 2. INTRODUCTION

We as a private body have compiled this manual, not only to comply with the provisions of the **Promotion of Access to Information Act, 2 of 2000**, but also with the provisions of the **Protection of Personal Information Act 4 of 2013**. We strive to foster a culture of transparency and accountability in our environment and to ensure that members of the public have effective access to information in our possession which will assist them in the exercise and protection of their rights.

## 3. PURPOSE OF PAIA MANUAL

The purpose of this PAIA Manual is to assist the public to –

- 3.1 confirm the categories of records held by a body 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 the body, by providing a description of the subjects on which the body holds records and the categories of records held on each subject;

- 3.3 know the description of the records of the body 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 who will assist the public with the records they intend to access;
- 3.5 know the description of the guide on how to use PAIA, as updated by the Regulator and how to obtain access to it;
- 3.6 know if the body will process personal information, the purpose of processing of personal information and the description of the categories of data subjects and of the information or categories of information relating thereto;
- 3.7 know the description of the categories of data subjects and of 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 the body has planned 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 the body has appropriate security measures to ensure the confidentiality, integrity and availability of the personal information which is to be processed.

#### 4. **KEY CONTACT DETAILS FOR ACCESS TO INFORMATION OF WILD SIDE CREATIVE (PTY) LTD**

##### 4.1. **Chief Information Officer**

<b>Head of business:</b>	Director	<b>Information officer:</b>	Dale Galloway
<b>Postal address:</b>	PO Box 35580 Menlo Park 0102	<b>Physical address:</b>	Lombardy Business Park Cnr of Graham and Cole Rd Shere 0084
<b>Telephone number:</b>	(012) 492 1108	<b>Fax number:</b>	086 562 1717
<b>E-mail address:</b>	dale@wildsidecreative.co.za		

4.2. **Deputy Information Officer:** Marisa Lensink

**Telephone number:** (012) 492 1108      **Fax number:** 086 562 1717

**E-mail address:** marisa@wildsidecreative.co.za

#### 4.3 Access to information general contacts

**Email:** getwild@wildsidecreative.co.za

#### 4.4 National or Head Office

**Postal Address:** P O Box 35580, Menlo Park, 0102

**Physical Address:** Lombardy Business Park, Unit 6, Block 6, corner of Graham and Cole Rd, Shere, 0084

**Telephone:** (012) 492 1108

**Email:** getwild@wildsidecreative.co.za

**Website:** [www.wildsidecreative.co.za](http://www.wildsidecreative.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 (the “**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 has been published in all the official languages as per Regulation 3(1) under *Government Gazette* 45057 dated 27 August 2021.

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<sup>1</sup> and section 56 of POPIA<sup>2</sup>;
- 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<sup>3</sup>; and
  - 5.3.3.2. access to a record of a private body contemplated in section 50<sup>4</sup>;
- 5.3.4. the assistance available from the IO of a public body in terms of PAIA and POPIA;
- 5.3.5. the assistance available from the 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;

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<sup>1</sup> Section 17(1) of PAIA- *For the purposes of PAIA, each public body must, subject to legislation governing the employment of personnel of the public body concerned, designate such number of persons as deputy information officers as are necessary to render the public body as accessible as reasonably possible for requesters of its records.*

<sup>2</sup> Section 56(a) of POPIA- *Each public and private body must make provision, in the manner prescribed in section 17 of the Promotion of Access to Information Act, with the necessary changes, for the designation of such a number of persons, if any, as deputy information officers as is necessary to perform the duties and responsibilities as set out in section 55(1) of POPIA.*

<sup>3</sup> Section 11(1) of PAIA- *A requester must be given access to a record of a public body if that requester complies with all the procedural requirements in PAIA relating to a request for access to that record; and access to that record is not refused in terms of any ground for refusal contemplated in Chapter 4 of this Part.*

<sup>4</sup> Section 50(1) of PAIA- *A requester must be given access to any record of a private body if-*

- a) *that record is required for the exercise or protection of any rights;*
- b) *that person complies with the procedural requirements in PAIA relating to a request for access to that record; and*
- c) *access to that record is not refused in terms of any ground for refusal contemplated in Chapter 4 of this Part.*

- 5.3.7. the provisions of sections 14<sup>5</sup> and 51<sup>6</sup> 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<sup>7</sup> and 52<sup>8</sup> 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<sup>9</sup> and 54<sup>10</sup> regarding fees to be paid in relation to requests for access; and
- 5.3.10. the regulations made in terms of section 92<sup>11</sup>.
- 5.4. 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 Regulator (<https://www.justice.gov.za/inforeg/>).
- 5.6. Copies of this Guide are available for inspection, free of charge, at the offices of Wild Side Creative (Pty) Ltd, during normal office hours in **English**.

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<sup>5</sup> Section 14(1) of PAIA- The information officer of a public body must, in at least three official languages, make available a manual containing information listed in paragraph 4 above.

<sup>6</sup> Section 51(1) of PAIA- The head of a private body must make available a manual containing the description of the information listed in paragraph 4 above.

<sup>7</sup> Section 15(1) of PAIA- The information officer of a public body, must make available in the prescribed manner a description of the categories of records of the public body that are automatically available without a person having to request access

<sup>8</sup> Section 52(1) of PAIA- The head of a private body may, on a voluntary basis, make available in the prescribed manner a description of the categories of records of the private body that are automatically available without a person having to request access

<sup>9</sup> Section 22(1) of PAIA- The information officer of a public body to whom a request for access is made, must by notice require the requester to pay the prescribed request fee (if any), before further processing the request.

<sup>10</sup> Section 54(1) of PAIA- The head of a private body to whom a request for access is made must by notice require the requester to pay the prescribed request fee (if any), before further processing the request.

<sup>11</sup> Section 92(1) of PAIA provides that –“The Minister may, by notice in the Gazette, make regulations regarding-

- (a) any matter which is required or permitted by this Act to be prescribed;
- (b) any matter relating to the fees contemplated in sections 22 and 54;
- (c) any notice required by this Act;
- (d) uniform criteria to be applied by the information officer of a public body when deciding which categories of records are to be made available in terms of section 15; and
- (e) any administrative or procedural matter necessary to give effect to the provisions of this Act.”

6. **CATEGORIES OF RECORDS OF WILD SIDE CREATIVE (PTY) LTD WHICH ARE AVAILABLE WITHOUT A PERSON HAVING TO REQUEST ACCESS**

The following categories of records are automatically available for inspection, purchase, or photocopying:

Category of records	Types of the Record	Available on Website	Available upon request
General Information	Notices	X	
General Information	Newsletters	X	
General Information	Website content	X	
General Information	Product information	X	
General Information	Marketing material	X	
General Information	PAIA	X	
General Information	PAIA Manual	X	

7. **DESCRIPTION OF THE RECORDS OF WILD SIDE CREATIVE (PTY) LTD WHICH ARE AVAILABLE IN ACCORDANCE WITH ANY OTHER LEGISLATION**

Category of Records	Applicable Legislation
PAIA Manual	Promotion of Access to Information Act 2 of 2000
Memorandum of Incorporation	Companies Act 71 of 2008
Client Personal Information	Protection of Personal Information Act 4 of 2013

Any other information held under the following legislation;

1. Basic Conditions of Employment Act 75 of 1997;
2. BBBEE Act 53 of 2003;
3. Compensation for Occupational Injuries and Health Diseases Act 130 of 1993;
4. Consumer Protection Act 68 of 2008;
5. Deeds Registries Act 55 of 1998;
6. Electronic Communications and Transactions Act 25 of 2002;
7. Employment Equity Act 55 of 1998;
8. Income Tax Act 58 of 1962;
9. Labour Relations Act 66 of 1995;



10. Occupational Health and Safety Act 85 of 1993;
11. Promotion of Equality and Prevention of Unfair Discrimination Act 4 of 2000;
12. Securities Transfer Tax Act 25 of 2007;
13. South African Revenue Services Act 34 of 1997;
14. Skills Development Act 97 of 1998;
15. Skills Development Levies Act 9 of 1999;
16. Transfer Duty Act 40 of 1949;
17. Unemployment Contributions Act 4 of 2002;
18. Unemployment Insurance Act 63 of 2001;
19. Value Added Tax Act 89 of 1991

8. **DESCRIPTION OF THE SUBJECTS ON WHICH THE BODY HOLDS RECORDS AND CATEGORIES OF RECORDS HELD ON EACH SUBJECT BY THE WILD SIDE CREATIVE (PTY) LTD**

*\*The subjects on which the business holds records and the categories on each subject are as listed below. Please note that a requestor is not automatically allowed access to these records (if available or applicable) and that access to them may or must be refused in accordance with Section 62 to 69 of The Act.*

Subjects on which the body holds records	Categories of records
<b>Accounting Records</b>	<ul style="list-style-type: none"> <li>• Financial Statements</li> <li>• General ledger</li> <li>• Bank statements</li> <li>• Fixed asset register</li> <li>• Tax returns and assessments</li> <li>• VAT returns</li> <li>• Credit agreements</li> </ul>
<b>Health and Safety</b>	<ul style="list-style-type: none"> <li>• Register, record of earnings, time worked, payment and particulars of all employees</li> </ul>
<b>Information Technology</b>	<ul style="list-style-type: none"> <li>• Agreements</li> <li>• Client database</li> <li>• Hardware</li> <li>• Internet</li> <li>• Licenses</li> <li>• Operating systems</li> <li>• Software packages</li> <li>• Telephone lines, leases lines and data lines</li> </ul>
<b>Insurance</b>	<ul style="list-style-type: none"> <li>• Claim records</li> <li>• Details of coverage, limits and insurers</li> <li>• Insurance policies</li> </ul>

Subjects on which the body holds records	Categories of records
<b>Intellectual Property</b>	<ul style="list-style-type: none"> <li>• Agreements relating to intellectual property, e.g., license agreements</li> </ul>
<b>Legal Agreements and Contracts</b>	<ul style="list-style-type: none"> <li>• Agreements with contractors, suppliers and clients</li> <li>• Agreements with shareholders, officers and directors</li> <li>• Material agreements relating to provision of services or materials</li> <li>• Contracts, including lease agreements and finance agreements</li> <li>• Electronic communications – Personal information and the purpose for which the data was collected.</li> <li>• Electronic communications – all personal data which has become obsolete</li> </ul>
<b>Personnel Records</b>	<ul style="list-style-type: none"> <li>• Attendance register</li> <li>• Disciplinary records</li> <li>• Employee evaluation and performance records</li> <li>• Employee information records</li> <li>• Employee remuneration</li> <li>• Employment applications</li> <li>• Employee data of birth</li> <li>• Employment contracts</li> <li>• Employment equity plan</li> <li>• Health and safety records</li> <li>• IRP5 and IT 3 certificates</li> <li>• Letters of appointments</li> <li>• Leave applications</li> <li>• Maternity leave policy</li> <li>• Name and occupation of each employee</li> <li>• Payroll</li> <li>• Particular of each employee</li> <li>• Personnel file</li> <li>• Policies and procedures</li> <li>• Recruitment and appointments</li> <li>• Salary slips and wage records</li> <li>• Time records</li> <li>• Training and development</li> <li>• UIF, PAYE and SDL returns</li> <li>• Workmen's compensation documents</li> </ul>
<b>Sales and Marketing</b>	<ul style="list-style-type: none"> <li>• Media releases</li> <li>• Service and product information</li> </ul>
<b>Statutory Company Records</b>	<ul style="list-style-type: none"> <li>• Annual Statutory returns</li> <li>• CIPC records</li> </ul>
<b>Tax</b>	<ul style="list-style-type: none"> <li>• Income tax returns</li> </ul>

Subjects on which the body holds records	Categories of records
	<ul style="list-style-type: none"> <li>• Provisional tax returns</li> <li>• Tax assessments</li> <li>• VAT documents</li> </ul>

## 9. PROCESSING OF PERSONAL INFORMATION

### 9.1. Purpose of Processing Personal Information

Wild Side Creative (Pty) Ltd (hereinafter the “**Operator**”) is established to operate a Marketing and Design business (hereinafter the “**Company**”) in terms whereof the clients and their clients will be the Data Subjects (hereinafter the “**Data Subject**”).

It is in terms of this contractual relationship that the Company has legally obtained (with consent) the personal information of the Data Subject. In execution of the Company’s contractual obligations towards the Data Subject, the Company has appointed the Operator and its personnel in an administrative capacity to execute various functions on behalf of the Company, which required the Company to share personal information with the Operator. Such functions include but are not limited to *inter alia* the following;

- Liaising with the Data Subject in relation to their Marketing and Design matters
- Liaising with service providers in relation to operational requirements

In this respect the Company has entered into an Operators Agreement with the Operator as is required in terms of Section 21 (1) of the POPIA, which will ensure safe processing and safeguarding of the Data Subject’s personal information by the Operator.

The Operator also employs various employees, who are data subjects, to fulfil its contractual mandate with the Company. The personal information of such employees is collected as part of its employment contract with the Operator and similarly safeguarded as required in terms of the POPIA.

### 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 and surname, email address, bank details, telephone number, address
Service Providers	Name and surname, email address, bank details, telephone number, address
Employees	Name and surname, address, qualifications, telephone number, email address, identity number, history of employment, bank details

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

***NB:** Specify the person or category of persons to whom the body may disseminate personal information. Below is an example of the category of personal information which may be disseminated and the recipient or category of recipients of the personal information.*

Category of personal information	Recipients or Categories of Recipients to whom the personal information may be supplied
Qualifications, for qualification verifications	South African Qualifications Authority

### 9.4. Planned transborder flows of personal information

Client information is sent (via email) cross border to a resort situated in Kenya should client's make bookings in that Country respectively, as part of the booking process. This jurisdiction has adopted Data Privacy legislation in the form of the Kenya Data Protection Act, 2019, which provides adequate levels of protection and effectively upholds the principles for the lawful processing of information as required in terms of South Africa's Protection of Personal Information Act, 2013.

### 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

Various security safeguard measure have been adopted as is required in terms of Section 19 of the POPIA to ensure the confidentiality and integrity of personal information that is collected. Such measures include;

- Data Encryption;
- Anti-virus and Anti-malware Solutions;
- Firewalls;
- Password protections;
- Access controlled servers

The adoption of:

- IT Use and Security Policy
- Employee Privacy Policy
- Data Breach and Reporting Policy

## 10. **AVAILABILITY OF THE MANUAL**

10.1. A copy of this Manual is available, -

10.1.1. on [www.wildsidecreative.co.za](http://www.wildsidecreative.co.za);

10.1.2. at the head office of the Wild Side Creative (Pty) Ltd for public inspection during normal business hours;

10.1.3. to any person upon request and upon the payment of a reasonable prescribed fee; and

10.1.4. to the Information Regulator upon request.

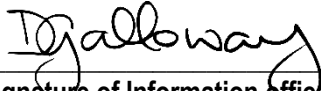
10.2. A fee for a copy of this Manual, as contemplated in Annexure B of the Regulations, shall be payable per each A4-size photocopy made.

## 11. **UPDATING OF THE MANUAL**

The head of Wild Side Creative (Pty) Ltd will on a regular basis update this manual.

## 12. **ISSUED BY**

*\*According to Section 51 of the Promotion of Access to Information Act, 2 of 2000 – This manual should be duly signed by the appointed Information officer.*

<p>_____ Dale Galloway _____ <b>Name of Information officer</b></p>	<p> _____ <b>Signature of Information officer</b></p>
<p>_____ Director _____ <b>Title of Information Officer</b></p>	
<p>11 October 2023 _____ <b>Date</b></p>	