



CNET

1994/011682/23

PAIA MANUAL

in terms of

Section 51 of

The Promotion of Access to Information Act

2/2000

(the "ACT")

Effective Date: 01 July 2021

This document serves as the information manual as required by Section 51 (1) of the Promotion of Access to Information Act, No 2 of 2000 ("the Act") for a private body. It provides information on the records held and the process that is to be followed to request access to such records.

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1. Introduction, Name of Company and Type of Business

CNET is an Independent Business Unit of Carlisle Human Capital that offers a **Deferred Human Resource Cost Solution** to selected Corporate, Professional, Manufacturing, Engineering and Information Communications Technology (ICT) Industries in both Private Enterprise and Government Sectors of South Africa.

Via Carlisle Human Capital, an APSO Registered Human Resource Services company, CNET enables clients to defer their human resource cost of ownership for project and fixed-term resources. Our value offering lies in the fact that all Human Resource costs are deferred for a period of 1, 2 or 3 months whilst control of the in- and output of human resource contributions are managed via Service Level Agreements. Cashflo.net is therefore a combination of an Outsourced Intellectual Property Service and Finance Solution.

Any Human Resource whose services we retain during the period of a project has an immediate, and sole, employment relationship with Carlisle Human Capital. Carlisle Human Capital therefore takes immediate and full ownership of all statutory and labor legislation responsibilities of each and every human resource retained during a project.

Labour Legislation often causes confusion in the South African business environment. However, since our inception, Carlisle Human Capital's business has always remained clear about the definition thereof. We do not provide labour, but rather an Intellectual Property (IP) Service to a client, managed via a Service Level Agreement that measures pre-determined outputs and deliverables. Any Human Resource retained by us is regarded as a permanent employee (or a fixed term employee) depending on the size and nature of the project with our client.

The essence of our value offering is our understanding of the South African Corporate, Manufacturing and ICT landscape, our ability to source appropriately skilled human resources into a meaningful IP Service Solution, and our ability to rapidly provide streamlined off-balance sheet financing with minimal risk exposure, combined with deferred cashflow benefits for our Clients.

CNET operates in the Staffing Industry and provides:

- Temporary Employment Services
- Head Hunting and Search
- Business Process Outsourcing
- Recruitment Process Outsourcing

2. Company Contact Details

Directors: Werner Lodiwikus De Lange
+27 83 409 1000
info@carlisle.co.za

Information Officer: Jamaica Fernande Francis
+27 72 2021831
talent@carlisle.co.za

Postal Address: PO BOX 25265, Gateway, 4321
Street Address: 2 Curzon Place, La Lucia, 4320
Telephone Number: +27 86 193 7637
Fax Number: +27 86 618 6080
Email: talent@carlisle.co.za and info@carlisle.co.za

3. The ACT

- 3.1** The ACT grants a requester access to records of a private body, if the record is required for the exercise or protection of any rights. If a public body lodges a request, the public body must be acting in the public interest.
- 3.2** Requests in terms of the ACT shall be made in accordance with the prescribed procedures, at the rates provided. The forms and tariff are dealt with in paragraphs 6 and 7 of the Act.
- 3.3** Requesters are referred to the Guide in terms of Section 10 which has been compiled by the South African Human Rights Commission, which will contain information for the purposes of exercising Constitutional Rights. The Guide is available from the SAHRC.

The contact details of the Commission are:

Postal Address: Private Bag 2700, Houghton, 2041
Telephone Number: +27-11-877 3600
Fax Number: +27-11-403 0625
Website: www.sahrc.org.za

4. Availability of Records in terms of Other Legislation

A requester is not obliged to request access to information held by the company in terms of the Act, should there be other legislation that provides a requester with access to such a record. Such other legislation may include but is not limited to:

1. Close Corporations Act No. 25 of 2002
2. Basic Conditions of Employment Act No.75 of 1997
3. Compensation for Occupational Diseases Act No. 130 of 1993
4. Electronic Communications and Transactions Act No.2 of 2000
5. Employment Equity Act of 1998, as amended
6. Income Tax Act No. 58 of 1962
7. Occupational Health and Safety Act No. 85 of 1993
8. Promotion of Access to Information Act No. 02 of 2000
9. Skills Development Act No.97 of 1998
10. Skills Development Levies Act No. 9 of 1999
11. Unemployment Insurance Act No. 63 of 2001
12. Value Added Tax Act No 89 of 1991
13. Labour Relations Act of 1995 as amended
14. Employment Services Act No. 4 of 2014
15. Unemployment Insurance Contributions Act 4 of 2002
16. Employment Tax Incentive Act 26 of 2013
17. Broad-Based Black Economic Empowerment Act 53 of 2003

5. Schedule of Records

1. Companies Act Records
 - Documents of incorporation
 - Memorandum and Articles of Association
 - Minutes of Board of Directors meetings
 - Records relating to appointment of Directors/Auditor/Secretary/Public and other officers
 - Share Register and other statutory registers
2. Financial Records
 - Annual Financial Statements
 - Accounting Records
 - Banking and Electronic Banking
 - Asset Register
 - Rental Agreements
 - Invoices
3. Administrative Records
 - Documents issued to employees for income tax purposes
 - Records of payments made to SARS on behalf of employees
 - All other statutory compliances: - VAT, Regional Service Levies, Skills Development Levies, UIF, Workmen's Compensation
 - Personnel Documents and Records: - Employment contracts, Employment Equity Plan (if applicable), Medical Aid Records, Pension Fund records, Disciplinary records, Salary records, SETA records, Disciplinary code, Leave records, Training records, Training manuals.

4. Sales, Marketing and Business Operations

- Client Records
- Candidate Records

NOTE: Access to Client and Candidate records requires the prior written consent of the Data Subject, as per the Protection of Personal Information Act No. 4 of 2013

6. Form of Request to Access Information

To facilitate the processing of your request for information, kindly:

- 6.1 Use the prescribed Form C which is attached hereto and is also available on the website of the SOUTH AFRICAN HUMAN RIGHTS COMMISSION at www.sahrc.org.za.
- 6.2 Address your request to the Head of the Company/Information Officer.
- 6.3 Provide sufficient details to enable the Company or Entity to identify:
 - (a) The record(s) requested;
 - (b) The requester (and if an agent is lodging the request, proof of capacity);
 - (c) The form of access required;
 - (d) (i) The postal address or fax number of the requester in the Republic;
(ii) If the requester wishes to be informed of the decision in any manner (in addition to written) the manner and particulars thereof;
 - (e) The right which the requester is seeking to exercise or protect with an explanation of the reason the record is required to exercise or protect the right.

7. FEES PAYABLE

The fees for reproduction of a record as referred to in section 52(3) are as follows -

- | | | |
|------|---|--------|
| 7.1 | for every photocopy of an A4 size page or part thereof | R1,10 |
| 7.2 | for every printed copy of an A4-size page or part thereof | R0,75 |
| 7.3 | for a copy of a compact disc | R70,00 |
| 7.4 | for a transcript of visual images for an A4 size page or | R40,00 |
| 7.5 | for a copy of visual images | R60,00 |
| 7.6 | for a transcript of an audio record, for an A4-size page or | R20,00 |
| 7.7 | for a copy of an audio record | R30,00 |
| 7.8 | The request fee payable by a requester, other than a personal requester is R50, 00. | |
| 7.9 | If the preparation of the record requested requires more than the prescribed hours (six), a deposit shall be paid (of not more than one third of the access fee which would be payable if the request were granted) | |
| 7.10 | A requestor is required to pay the prescribed fees (R50.00) before a request will be processed and records may be withheld until the fee has been paid. | |

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FORM C

REQUEST FOR ACCESS TO RECORD OF PRIVATE BODY

(Section 53(1) of the Promotion of Access to Information Act 2000 (Act No. 2 of 2000))

[Regulation 10]

A. Particulars of public body

The Head:

B. Particulars of person requesting access to the record

- | |
|---|
| <p>(a) <i>The particulars of the person who requests access to the record must be recorded below.</i></p> <p>(b) <i>The address and/or fax number in the Republic to which information must be sent.</i></p> <p>(c) <i>Proof of the capacity in which the request has been made, if applicable, must be attached.</i></p> |
|---|

Full names and surname:

Identity number:

Postal address:

Fax number: _____ Telephone number: _____

E-mail: _____

Capacity in which request is made, when made on behalf of another person:

C. Particulars of person on whose behalf request is made.

This section must be completed ONLY if a request for information is made on behalf of another person

Full names and surname: _____

Identity number: _____

D. Particulars of record

- (a) Provide full particulars of the record to which access is requested, including the reference number if that is known to you, to enable the record to be located.
- (b) If the provided space is inadequate, please continue a separate folio and attach it to this form. **The requester must sign all the additional folios.**

1 Description of the record or relevant part of the record:

2 Reference number, if available:

3 Any further particulars of the record:

E. Fees

- (a) A request for access to a record other than a record, other than a record containing personal information about yourself, will be processed only after a **request fee** has been paid.
- (b) You will be notified of the amount required to be paid as the request fee.
- (c) The **fee payable for the access** to a record depends on the form in which access is required and the reasonable time required to search for and prepare a record.
- (d) If you qualify for the exemption of the payment of any fee, please state the reason for exemption.

Reason for the exemption from payment of fees: _____

F. Form of access to record

If you are prevented by disability to read, view of or listen to the record in the form of access provided for in 1 to 4 hereunder, state your disability and indicate in which form the record is required.

Disability:	Form in which record is required:

Mark the appropriate box with an X.

NOTES:

- (a) Compliance with your request for access in the specified form may depend on the form in which the record is available.

(b) *Access in the form requested may be refused in certain circumstances. In such a case you will be informed if access will be granted in another form.*

(c) *The fee payable for the access to the record, if any, will be determined partly by the form in which access is requested.*

1. If the record is in written or printed form:					
	copy of record*		inspection of record		
2. If the record consists of visual images- (this includes photographs, slides, video recordings, computer-generated images, sketches, etc.):					
	view the images		copy of the images*		transcription of the images*
3. If record consists of recorded words or information which can be reproduced in sound:					
	listen to the soundtrack (audio cassette)		transcription of soundtrack* (written or printed document)		
4. If record is held on computer or in an electronic or machine-readable form:					
	printed copy of record*		printed copy of information derived from the record*		copy in computer readable form* (stiffy or compact disc)

*If you requested a copy or transcription of a record (above), do you wish the copy or transcription to be posted to you? Postage is payable.	YES	NO

G. Particulars of right to be exercised or protected

*If the provided space is inadequate, please continue on a separate folio and attach it to this form. **The requester must sign all the additional folios.***

1 Indicate which right is to be exercised or protected:

2 Explain why the record requested is required for the exercise or protection of the aforementioned right:

H. Notice of decision regarding request for access

You will be notified in writing whether your request has been approved/denied. If you wish to be informed in another manner, please specify the manner and provide the necessary particulars to enable compliance with your request.

How would you prefer to be informed of the decision regarding your request for access to the record?

Signed at _____ this _____ day of _____ 2021.

SIGNATURE OF REQUESTER / PERSON ON
WHOSE BEHALF REQUEST IS MADE