

COMPANY INFORMATION MANUAL

Accessing Our Company Information

Hulamin Limited

And its subsidiary companies

Incorporating:

Hulamin Operations (Pty) Ltd

Hulamin Extrusions (Pty) Ltd

Hulamin Systems (Pty) Ltd

Hulamin Rolled Products (Pty) Ltd

Hulamin Containers (Pty) Ltd

Table of Contents

Section 1	Preamble	1
Section 2	Our details	2
Section 3	Explanation of this guide	3
Section 4	Information available in terms of the Promotion of Access to Information Act, 2000	4
Section 5	Information available in terms of other legislation	8
Section 6	Information automatically available	9
Section 7	General	10

Section 1

Preamble

The Promotion of Access to Information (Act 2 of 2000) came into operation on 23 November 2001. Section 51 of this Act requires that a private body compile a manual giving information to the public regarding the procedure to be followed in requesting information from the private body when any rights of the individual need to be exercised or protected.

We, as a company, have compiled this manual – not only to comply with the provisions of the Act, but also to foster a culture of transparency and accountability in our environment and to ensure that the people of South Africa have effective access to information to enable them to more fully exercise and protect their rights.

Inside these pages you will be able to view the categories of information that this company possesses. You will also be shown the correct procedure to follow should you require access to any of this information.

The company information manual is available on Hulamin's website at www.hulamin.co.za

Section 2

Details of the Private Body

Full Name of Company Hulamin Limited
(Registration No. 1940/013924/06)
incorporating:
Hulamin Operations (Pty) Limited
(Registration No. 1999/020410/07)
Hulamin Extrusions (Pty) Limited
(Registration No. 1996/017023/07)
Hulamin Systems (Pty) Limited
(Registration 1965/004255/07)
Hulamin Rolled Products (Pty) Limited
(Registration No. 1969/015959/07)

Registered Address Moses Mabhida Road
Pietermaritzburg
3201

Postal Address P O Box 74
Pietermaritzburg
3201

Telephone Number 033 395 6115

Fax Number 033 394 6335

Website address www.hulamin.co.za

Information Officer Details **Wilna Kruger**
Hulamin Limited
Moses Mabhida Road
Pietermaritzburg
KwaZulu-Natal

Section 3

Explanation of Guide

In accordance with section 10 of the Act, the South African Human Rights Commission (SAHRC) has published a Guide containing information reasonably required by a person wishing to exercise or protect any right in terms of this Act. This Guide appears on the South African Human Rights Commission's website (www.sahrc.org.za) and contains the following information:

1. Part 1 – Why Access to Information (this sets out the objects of the Act);
2. Part 2 – Access to Information;
3. Part 3 – How to Make a Request for Access to Information (this includes details of the fees to be paid and explains your remedies in law regarding acts, omissions, rights and duties, including how to lodge an internal appeal and a court application);
4. Part 4 – When Access to a Record May be Refused;
5. Part 5 – General Information;
6. Part 6 – Public Bodies from Whom You Can Access Records.

Enquiries regarding the Guide can be addressed to the SAHRC, the contact details of which are as follows:

Post: South African Human Rights Commission
Promotion of Access to Information Act Unit
Research and Documentation Department
Private Bag 2700
Houghton
2041

Telephone: (011) 484-8300

Fax: (011) 484-0582

Website: www.sahrc.org.za

E-mail: paiaar@sahrc.org.za

Section 4

Information Available in terms of This Act

CATEGORIES OF INFORMATION

This company holds the following categories of information:-

1. Legal
2. Statutory Company Information
3. Patents
4. Trademark
5. Copyrights
6. Human Resources Accounting
7. Financial and Accounting Records
8. Manufacturing/Operations
9. Transportation
10. Sales and Marketing
11. Information Technology
12. Insurance
13. Tax
14. SHE
15. Designs

1.	Legal
1.1	Governance
1.2	Capitalization
1.3	Budget and capital expenditures
1.4	Properties and equipment
1.5	Material agreements
1.6	Confidentiality Agreements
1.7	Guarantees and Warranties
1.8	Litigation, claims and fines
1.9	Human resources, management, employees and benefits
1.10	Tax matters
1.11	Environmental matters
1.12	Technology and information systems
1.13	Opinions and other legal advice pertaining to the commercial transactions of this company
1.14	Authorities, Consents and Licences
2.	Statutory Company Information
	Where applicable to our operations, information is also available in terms of certain provisions of the following statutes, and where applicable to our operations, we retain records and documents in terms of these statutes:
2.1	Memorandum of incorporation
2.2	Rules made in terms of section 15(3) to (5) of the Companies Act, 2008
2.3	Record of the company directors
2.4	Reports presented at annual general meetings
2.5	Annual financial statements including auditors' reports and directors' reports
2.6	Accounting records required by the Companies Act
2.7	Notices of all shareholder meetings
2.8	Minutes of all shareholder meetings
2.9	All resolutions adopted by shareholders and any documents made available by the company to the holders of shares
2.11	Resolutions of directors
2.12	Securities register
2.13	Basic Conditions of Employment Act, 1997
2.14	Employment Equity Act, 1998
2.15	Labour Relations Act, 1995
2.16	National Environment Management Act, 1998
2.17	Occupational Health and Safety Act, 1993
2.18	Companies Act, 2008
3.	Patents
3.1	Patents, patent applications and inventions
3.2	Agreements pertaining to intellectual property rights/assets
3.3	Opinions and other legal advice pertaining to intellectual property
3.4	Litigation and other disputes involving intellectual property
3.5	Trade secrets and protection of proprietary information

3.6	Opinions and other legal advice pertaining to the commercial transactions of this company	
4.	Trademarks	
4.1	Trademark rights	
4.2	Trade name / division name issues	
4.3	Trademark Registration certificates	
4.4	Opinions and other legal advice pertaining to the commercial transactions of this company	
5.	Copyrights	
5.1	Copyrights	
5.2	Opinions and other legal advice pertaining to the commercial transactions of this company.	
6.	Human Resources	
6.1.	Litigation/Arbitration proceedings	
6.2.	List of trade unions	
6.3.	List of trade union members	
6.4.	Agreements	
6.5.	CV's	
6.6.	Counseling documents	
6.7.	Disciplinary hearings	
6.8.	Dispute forms	
6.9.	Warning forms	
6.10.	Salary packages	
6.11.	Letters of appointment	
6.12.	Employee personnel files	
6.13.	Sick and annual leave records	
6.14.	HR Policies and Procedures	
6.15.	Loan records	
6.16.	Garnishee and administration orders	
6.17.	List of employees	
6.18.	List of contractors/sub-contractors	
6.19.	Registrations with Department of Labour	OSH Act
		UIF
		COID Act
		Skills
		Development
		Levies Act
6.20	Retirement Fund Rules	
7.	Financial and Accounting Records	
7.1.	Assets, Assets Register	
7.2.	Liabilities	
7.3.	Debtors and Creditors Lists	
7.4.	Financial Statements	
7.5.	Documents, audits and agreements	
7.6.	Internal controls	

7.7.	Accounting information systems
7.8.	Bank Accounts
7.9.	Books of account
7.10.	Public Utility Accounts (Water, Electricity, Telephone)
7.11.	Depreciation rates

8. Manufacturing / Operations

- 8.1. Suppliers and Procurement policies and procedures
- 8.2. Materials
- 8.3. Operations
- 8.4. Capacity
- 8.5. Facilities / locations
- 8.6. Leases
- 8.7. Properties
- 8.8. Utilities
- 8.9. Machinery, equipment, vehicles
- 8.10. Personal property at each facility
- 8.11. Obsolescence
- 8.12. Expansion projects
- 8.13. Product Quality

9. Transportation

- 9.1. Transportation access
- 9.2. Local regulatory issues, restrictions and permits
- 9.3. Transportation system delivery plan
- 9.4. Transportation, warehouse and storage contracts

10. Sales And Marketing

- 10.1. Products
- 10.2. Markets
- 10.3. Customers
- 10.4. Brochures, newsletters and advertising material
- 10.5. Sales
- 10.6. Public relations policies and procedures
- 10.7. Domestic and export orders
- 10.8. Product Guarantees

11. Information Technology / M I S Systems

- 11.1. Hardware
- 11.2. Operating systems
- 11.3. Telephone exchange equipment
- 11.4. Telephone lines, leased lines and data lines
- 11.5. LAN installations
- 11.6. Software packages
- 11.7. Disaster recovery
- 11.8. Internal systems support and programming / development
- 11.9. Capacity and utilisation of current systems
- 11.10. Development or investment plans
- 11.11. Agreements
- 11.12. Licenses/Permits
- 11.13. Audits

12. Insurance

- 12.1. Automobile liability
- 12.2. Workman's compensation
- 12.3. Travel insurance
- 12.4. Coverages, limits and insurers – Insurance Register
- 12.5. Exposures not addressed
- 12.6. Claims records
- 12.7. Insurance Declarations
- 12.8. Asset Valuations

13. Tax

- 13.1. Registration Certificates with SARS e.g. VAT
- 13.2. Payments to SARS and monthly receipts from SARS
- 13.3. Benefits
- 13.4. Payroll – Employees tax reports
- 13.5. Audit

14. Safety, Health and Environment/ Regulatory Compliance

- 14.1. Safety
- 14.2. Industrial hygiene
- 14.3. Employee and public health
- 14.4. Process safety / process risk
- 14.5. Emergency response
- 14.6. Environmental risk assessment reports
- 14.7. Environmental quality standards
- 14.8. Aqueous discharges
- 14.9. Solid wastes
- 14.10. Air emissions
- 14.11. Memberships
- 14.12. Inquiries, inspections, examination by environmental authorities
- 14.13. Authorities, consents
- 14.14. Aids

15. Designs

PROCEDURE FOR REQUESTING ACCESS TO THE ABOVE INFORMATION

A person is required to complete a request form which is available from our information officer.

Forms are also available on the SA Human Rights Commission website as well as from the Department of Justice and Constitutional Development.

There is a prescribed fee for requesting and accessing information (Regulation 5 of the Regulations under this Act, as published in Government Notice No. 223 dated 9 March 2001). Details of these fees are available on request.

An additional fee for compiling additional information may be charged.

Access to the information listed is not automatic and applicants will have to identify the rights that they are seeking to exercise or protect and explain why the record concerned is required for the exercise or protection of that right.

Section 5

Information Available in terms of Other Legislation

Where applicable to our operations information is also available in terms of certain provisions of the following statutes, and where applicable to our operations, we retain records and documents in terms of these statutes:

- Basic conditions of Employment Act, 1997;
- Employment Equity Act, 1998;
- Labour Relations Act, 1995;
- National environment Management Act, 1998;
- Occupational Health and Safety Act, 1993;
- Companies Act, 2008.

Section 6

Information Automatically Available

The following categories of records are automatically available for inspection, purchase or photocopying. In other words, you do not need to request this information in terms of the Act.

NONE

Section 7

General

Introduction

The Promotion of Access to Information Act, 2000, came into operation on 9 March 2001.

The Act allows individuals to obtain information or records held by a public institution (such as a Government department or municipality), or a private body which carries on any trade, business or profession. Accordingly it enables members of the public and competitors to information held by companies.

All private bodies must compile a manual, which must be updated on a regular basis, setting out the procedures to be followed so as to facilitate a request by a member of the public for access to the records of a private body.

In the case of a company, the obligation to establish the manual is placed with the Chief Executive Officer or any person duly authorised by the Chief Executive Officer.

The manual must stipulate how a request for information must be submitted, the fees which are to be charged for producing information and generally the procedures to be followed.

The head of a private body is obliged to refuse access to certain categories of information. This relates particularly to information held by a private body and which is owned by a third party.

In regard to information owned by the private body, the private body may refuse a request for the information if such information contains trade secrets or the disclosure of the information would cause harm to the commercial or financial interests of the body.

Certain categories of information have to be disclosed.

Where the head of a private body receives a request for information and such information relates to a third party, the private body must advise the third party before making the disclosure.

Where the head of a private body refuses access to information the aggrieved applicant may apply, within thirty days, to a Court.

Regulations have been published in the Government Gazette setting out the fees which a private body may charge for providing information.

General Right of Access

A member of the public is entitled to access to any record of a private body if such record is required for the exercise or protection of any rights.

The reference to "rights" is likely to be construed as a reference to a right contained in the Bill of Rights to the Constitution.

South Africa's Constitution is unique in that it applies not only vertically, that is as between individuals and the State, but also horizontally, that is between individuals. The horizontal application of the Bill does not apply in all circumstances and is an area of constitutional law which is being developed. The Promotion of Access to Information Act however specifically states in its preamble that:

"Section 8 of the Constitution provides for the horizontal application of the rights in the Bill of Rights to juristic persons to the extent required by the nature of the rights and the nature of those juristic persons."

It follows that whether in fact a particular record "is required for the exercise or protection of any right of any individual" will depend in each case on the circumstances of the matter. Companies should therefore adopt internal procedures whereby they seek legal advice where there is any doubt as to an entitlement to the record.

Section 52 of the Act states that the head of a private body may on a voluntary basis submit to the Minister a description of categories of records that are automatically available without a request having to be made. In these circumstances the Minister must on a periodic basis publish a description so submitted. This could, for example, include all statutory licences or permissions which a private body may hold.

The Manual

A private body must compile a manual setting out the company's contact details, a guide that has to be followed, if applicable, the categories of records which are available without a formal request having to be made, the location of such records and the procedures to be followed and the contact person in regard to making a formal request. The manual must be made available when requested.

Manner of Access

The form of request will be on a prescribed form. The company is entitled to recover fees for providing the records. For example, for every photocopy of an A4 size page, the fee is 60 cents, for a copy of a stiffy disk the fee is R5.00, and for a compact disc it is R40.00.

The request fee payable by every requester is R35.00.

Procedures exist for the head of the private body to sign an Affidavit should the document not be found. If a request is refused reasons for the request must be submitted. The head of the private body must make his decision/provide the documentation within 30 days. If the head of the private body does not provide the information within 30 days or formally refuse access then he is deemed to have refused access.

Special procedures are in place in regard to providing information as to the health records of an individual and for counselling should the records be of the requester and the head of the private body is of the view that the disclosure of the records may cause serious harm to his or her physical or mental health.

Grounds for Refusal of Access to Records

Subject to certain exceptions, the head of a private body is obliged to refuse a request for access to a record if its disclosure would involve the unreasonable disclosure of personal information about a third party, including a deceased individual.

Furthermore the head of a private body must refuse a request for access to a record of the body if the record contains trade secrets of a third party, financial, commercial, scientific or technical information of a third party which would cause financial harm to that third party or information supplied in confidence by a third party and the disclosure of the information is expected to place that party at a disadvantage. This restriction however does not apply if the information relates to product or environmental testing and the disclosure would reveal a serious public safety or environmental risk.

If the disclosure of information would constitute an action for a breach of a duty of confidence owed to a third party in terms of an agreement, it must be refused. Information which is privileged from production in legal proceedings may not be disclosed as well as information which prejudices or impairs security of property, transport or computer or communication systems.

The head of a private body may refuse a request for access to a record of the body if the record contains trade secrets of the private body, financial, commercial, scientific or technical information, the disclosure of which would be likely to cause harm to the commercial or financial interests of the body or information, the disclosure of which would reasonably be expected to put the private body at a disadvantage in contractual or other negotiations or to prejudice the body in commercial competition.

Again a record may not be refused insofar as it consists of information about the results of any product or environmental testing or other investigations supplied by, carried out by or on behalf of the private body and its disclosure would reveal the public safety or environmental risk.

There is mandatory protection of research information of a third body and optional protection of research information of the private body.

Notwithstanding all of the above the head of a private body must grant a request for access to a record if the disclosure:

- (a) would reveal evidence of a substantial contravention of or failure to comply with the law; or
- (b) the disclosure would reveal evidence of imminent and serious public safety or environmental risk; and
- (c) the public interests in the disclosure of the record far outweigh the harm contemplated in the provision in question.

Application to Court

Any court hearing an application following the refusal of a request for information is entitled to examine any record of a private body to which the Act applies, and no such record may be withheld from the Court on any grounds.

The Court may receive representations ex parte, conduct hearings in camera and prohibit publication of such information in relation to the proceedings as the Court determines.

Proceedings are civil proceedings and not criminal proceedings. The Court on hearing the application may grant any order which it considers to be just and equitable including orders for compensation or costs.

Criminal Offences

Any person who with intent to deny a right of access, destroys, damages or alters a record, conceals a record, or falsifies a record commits an offence and is liable on conviction to a fine or imprisonment not exceeding 2 years.

There are certain limitations on your right to access information held by this company. These limitations are contained in Sections 62 – 70 of the Act. Further information is available on request.

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 Information Officer

(Address)

E-mail address:

Fax number:

Mark with an "X"

Request is made in my own name

Request is made on behalf of another person.

PERSONAL INFORMATION			
Full Names			
Identity Number			
Capacity in which request is made <i>(when made on behalf of another person)</i>			
Postal Address			
Street Address			
E-mail Address			
Contact Numbers	Tel. (B):		Facsimile: <input type="text"/>
	Cellular:		
Full names of person on whose behalf request is made <i>(if applicable):</i>			
Identity Number			
Postal Address			

Street Address			
E-mail Address			
Contact Numbers	Tel. (B)		Facsimile
	Cellular		

PARTICULARS OF RECORD REQUESTED

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. (If the provided space is inadequate, please continue on a separate page and attach it to this form. All additional pages must be signed.)

Description of record or relevant part of the record:	

Reference number, if available	
--------------------------------	--

Any further particulars of record	

TYPE OF RECORD
(Mark the applicable box with an "X")

Record is in written or printed form	
Record comprises virtual images <i>(this includes photographs, slides, video recordings, computer-generated images, sketches, etc)</i>	
Record consists of recorded words or information which can be reproduced in sound	
Record is held on a computer or in an electronic, or machine-readable form	

FORM OF ACCESS
(Mark the applicable box with an "X")

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

MANNER OF ACCESS
(Mark the applicable box with an "X")

Personal inspection of record at registered address of public/private body <i>(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)</i>	
Postal services to postal address	
Postal services to street address	
Courier service to street address	
Facsimile of information in written or printed format <i>(including transcriptions)</i>	
E-mail of information <i>(including soundtracks if possible)</i>	
Cloud share/file transfer	
Preferred language <i>(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)</i>	

PARTICULARS OF RIGHT TO BE EXERCISED OR PROTECTED

If the provided space is inadequate, please continue on a separate page and attach it to this Form. 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:	

FEEES	
a)	<i>A request fee must be paid before the request will be considered.</i>
b)	<i>You will be notified of the amount of the access fee to be paid.</i>
c)	<i>The fee payable for 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.</i>
d)	<i>If you qualify for exemption of the payment of any fee, please state the reason for exemption</i>
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 communication <i>(Please specify)</i>

Signed at _____ this _____ day of _____ 20 _____

Signature of Requester / person on whose behalf request is made

FOR OFFICIAL USE

Reference number:	
Request received by: <i>(State Rank, Name And Surname of Information Officer)</i>	
Date received:	
Access fees:	
Deposit (if any):	

Signature of Information Officer

FORM 3
OUTCOME OF REQUEST AND OF 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. Please use the reference number hereunder in all future correspondence.

Reference number: _____

TO: _____

Your request dated _____, refers.

1. You requested:

Personal inspection of information at registered address of public/private body (<i>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</i>) 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 B.	
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OR

2. You requested:

Printed copies of the information (<i>including copies of any virtual images, transcriptions and information held on computer or in an electronic or machine-readable form</i>)	
Written or printed transcription of virtual images (<i>this includes photographs, slides, video recordings, computer-generated images, sketches, etc</i>)	
Transcription of soundtrack (<i>written or printed document</i>)	
Copy of information on flash drive (<i>including virtual images and soundtracks</i>)	
Copy of information on compact disc drive (<i>including virtual images and soundtracks</i>)	
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 (<i>including transcriptions</i>)	
E-mail of information (<i>including soundtracks if possible</i>)	
Cloud share/file transfer	
Preferred language: (<i>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</i>)	

Kindly note that your request has been:

Approved

Denied, for the following reasons:

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4. Fees payable with regards to your request:

Item	Cost per A4-size page or part thereof/item	Number of pages/items	Total
Photocopy			
Printed copy			
For a copy in a computer-readable form on:			
(i) Flash drive	R40.00		
• To be provided by requestor			
(ii) Compact disc	R40.00		
• If provided by requestor			
• If provided to the requestor	R60.00		
For a transcription of visual images per A4-size page	Service to be outsourced. Will depend on the quotation of the service provider		
Copy of visual images			
Transcription of an audio record, per A4-size	R24.00		
Copy of an audio record			
(i) Flash drive	R40.00		
• To be provided by requestor			
(ii) Compact disc	R40.00		
• If provided by requestor			
• If provided to the requestor	R60.00		
Postage, e-mail or any other electronic transfer:	Actual costs		
TOTAL:			

5. Deposit payable (if search exceeds six hours):

Yes

No

Hours of search	Amount of deposit (calculated on one third of total amount per request)

The amount must be paid into the following Bank account:

Name of Bank: _____
 Name of account holder: _____
 Type of account: _____
 Account number: _____
 Branch Code: _____
 Reference Nr: _____
 Submit proof of payment to: _____

Signed at _____ this _____ day of _____ 20 _____

 Information officer