

WhizAnts Pty Ltd intends for our web site to complement the services that we provide. This statement, set forth below, is our privacy statement.

Here we describe the practices that we follow in order to respect the privacy of all visitors to our site. At WhizAnts Pty Ltd, we have focused on implementing fair information practices that are designed to protect your privacy. We believe that everyone benefits from the free flow of information particularly when that information is gathered and used responsibly.

If you have questions or you do not feel that your concerns have been addressed in our privacy statement, please contact Lesley Clark at lesley@whizants.co.za.

Collection, Use, Disclosure, Choice

Registration is not required for you to peruse our site. If you are a visitor, we do not collect any personal information about you, except to the limited extent through the use of cookies, which are described below. However, there may be circumstances in which you choose to register for ongoing updates from WhizAnts Pty Ltd. Information collected at registration is protected using industry-standard encryption technology as it is sent over the Internet. In some cases, WhizAnts Pty Ltd may contact registrants to invite them to special events, provide them with information about our services, publications and products, or for other marketing purposes.

You may choose to register for:

1. Email Alerts

WhizAnts Pty Ltd offers an email alert service to site visitors, in which we send subscribers email updates when new information is added to our site. If you decide to subscribe, you will be asked to provide basic contact information, such as your name and email address.

2. Expressing an Interest in Working for WhizAnts Pty Ltd

Our site enables you to register your interest in working for us or applying for an advertised vacancy. For more detail about the recruitment process and the information required, visit the opportunities section of our site.

3. Thought Center Webcasts

To view a WhizAnts Pty Ltd Webcast (live or archived), registration is required. When you register, you must provide your name, email and mailing addresses, country, industry, company, position and phone number. At the time of registration, you are also asked whether or not you are a current client or network member of WhizAnts Pty Ltd.

4. Surveys

WhizAnts Pty Ltd may occasionally conduct surveys via our website. Survey participants may be asked for personal information (name, contact information, etc.) in addition to opinions or feedback. The type of information collected in WhizAnts Pty Ltd surveys will vary.

5. Thought Leadership Registration

WhizAnts Pty Ltd occasionally requires registration in exchange for our thought leadership, i.e. white papers, articles, studies, reports, surveys, analyses, booklets, etc. Personal information may be asked for on registration forms and the type of information collected may vary. WhizAnts Pty Ltd reserves the right to distribute certain thought leadership materials to those who supply the requested information.

6. Event Registration

WhizAnts Pty Ltd facilitates event registration via our site or, at times, via third party web sites. Personal information may be collected via event registration forms and the type of information collected will vary. WhizAnts Pty Ltd may share registrant information with third parties in association with these events. Examples of "third parties" include hotels, sponsors or co-sponsors, promoters, event organisers (including via third party web sites), speakers, panelists, etc. Please check the details provided at individual events to understand fully how your information will be used.

7. WhizAnts Pty Ltd Network

Any personal data that a network member submits to WhizAnts Pty Ltd will only be used to maintain contact with that member and will not be disclosed to any third party without the individual's express permission.

8. Sensitive Personal Data

WhizAnts Pty Ltd does not intentionally collect any sensitive information via our site unless legally required to do so, for example recruitment purposes. Sensitive personal information includes and is not limited to race or ethnic origin, political opinions, religious or other beliefs, trade union membership, physical or mental health wellbeing, sexual orientation or criminal records and in some cases social security numbers or financial information. WhizAnts Pty Ltd works to protect the confidentiality and security of such information obtained in the course of business. Access to such information is limited and policies and procedures are in place designed to safeguard the information from loss, misuse and improper disclosure.

9. Disclosure

WhizAnts Pty Ltd will only disclose personal data to third parties that have agreed in writing to provide an adequate level of privacy protection. As such, we may disclose your personal information for the following reasons:

- Where the transfer is necessary to fulfil your request and involves a third-party organisation with which Whizants has a relationship (see "Third Party Links" below); or
- When explicitly requested by you, the site visitor; or
- As required by a court order or any other legal or regulatory requirement; or
- The disclosure is reasonably related to the sale or other disposition of all or part of our business.

Note: WhizAnts Pty Ltd does not collect or compile personal data or information obtained by this site for dissemination or sale to outside parties for consumer marketing purposes or host mailings on behalf of third parties.

10. Data Amendments and Retention

Information collected from visitors to our site will only be kept in order to provide the required service. Once the service has been completed all information will be destroyed in accordance with WhizAnts Pty Ltd Data Retention Policies. Should you require your information to be updated, amended or deleted from our records please contact us outlining your requirements.

11. Third-Party Links

Please be aware that the website, www.whizants.co.za, sometimes contains links to other sites that are not governed by this privacy policy. Visitors to our site may be directed to third-party sites for more information, such as about our thought leadership, events, content sponsorships, vendor services, government entities, non-profits, and social networks.

WhizAnts Pty Ltd makes no representations or warranties regarding how user data is stored or used on third-party servers. We recommend reviewing the privacy policy of each third-party site linked from our site to determine their use of your personal data.

12. Cookies and Web Beacons

Our site uses cookies and web beacons to improve our site's performance and to enhance your browsing experience. Certain areas of our site also use cookies to understand more about you, so we can offer you a more personalised browsing experience. **What is a cookie?**

A "cookie" is technology that allows our site to store tokens of information (an 'identifier') in your browser used only by our site while you are utilising our site. Cookies are not used to determine the personal identity of anyone who is merely visiting. Cookies have other uses as well, i.e., they are used to provide entry for subscribers who have chosen the automatic log-on feature during registration. Cookies are also used to

prevent online poll participants from voting more than once. On certain pages of our site, cookies are used to help us track your interests while you browse the internet, so we can tailor more relevant advertising to you, and to understand what is important to you.

13. Social Media Platforms

You may wish to participate in the various blogs, forums, wikis and other social media platforms hosted by WhizAnts Pty Ltd which we make available to you. The main aim of these Social Media Platforms is to facilitate and allow you to share content. However, WhizAnts Pty Ltd cannot be held responsible if you share personal information on Social Media Platforms that is subsequently used, misused or otherwise appropriated by another user.

WhizAnts Pty Ltd may also provide links to other social media platforms maintained on separate servers by individuals or organizations over which WhizAnts Pty Ltd has no control. WhizAnts Pty Ltd makes no representations or warranties regarding the accuracy or any other aspect of the information located on such servers.

A link to a third party's website should not be construed as an endorsement by either WhizAnts Pty Ltd or that third party of the other or its products and services. WhizAnts Pty Ltd makes no representations or warranties regarding how user data is stored or used on third-party servers. We recommend reviewing the privacy policy of each third-party site linked from our site to determine their use of your personal data.

14. Changes to this Policy

WhizAnts Pty Ltd may change this policy statement as needed. If changes to the statement are made, please note that it may take up to 30 business days before new privacy practices are implemented. Check this page periodically if you would like to monitor changes.

15. Unsubscribe

WhizAnts Pty Ltd gives you choices regarding the collection and usage of your personally identifiable information. If you have registered for any WhizAnts Pty Ltd related updates through www.whizants.co.za, and do not wish to receive future e-mails, please visit our unsubscribe page within the application you registered.