

SLR CONSULTING AFRICAN OPERATIONS

Manual on Access to Information

Issued in terms of Section 51 of the Promotion of Access to Information Act 2000

A copy of this manual has been submitted to the South African Human Rights Commission. It is also available on our website.

Scope of the Manual

The scope of this manual includes all the SLR Consulting African Operations, referred to as "MIH", and the following subsidiaries and related entities in which MIH has a direct interest:

Metago International Holdings (Proprietary) Limited – Reg No. 1998/003791/07

SLR Consulting (Africa) (Proprietary) Limited – Reg No. 1998/005179/07

SLR Consulting (South Africa) (Proprietary) Limited – Reg No. 2007/005517/07

Metago4Good (Proprietary) Limited – Reg No. 1997/006828/07

Signed on behalf of SLR Consulting
African Operations duly authorised thereto



("Information Officer")

O J van Vrede

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The purpose of this manual is to explain what records we hold, and how you can obtain access to them if you need access in order to exercise or protect your rights. This manual's contents are:

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1. OUR FIRM

1.1 INTRODUCTION

SLR Consulting African Operation's specializes in geotechnical engineering and environmental management and planning. Operating from South Africa, our staff consists of qualified and experienced engineers, environmentalists, scientists and water geoscientists. Metago joined the SLR group of companies on the 1st March 2011.

The SLR Group is a leading international environmental consultancy specialising in energy, waste management, planning and development, industry, mining & minerals and infrastructure. Please refer to the SLR Consulting website on www.slrconsulting.com for more information.

1.2 CONTACT DETAILS

The responsibility for administration of, and compliance with the Act, has been delegated by the Chief Executive Officer (CEO) of MIH to the Information Officer. Requests pursuant to the provisions of the Act should be directed as follows:

Name of contact person and Head of Private Body	O J van Vrede
Physical address:	Fourways Manor Office Park 1 Macbeth Avenue Fourways 2055
Office hours:	Monday to Friday 08H00 – 17H00
Telephone:	(011) 467 - 0945
Fax:	(011) 467 - 0978
E-mail:	ovanvrede@slrconsulting.com
Website:	www.slrconsulting.com www.metago.co.za

2. OUR RECORDS

2.1 RECORDS HELD BY MIH

MIH maintains records on the following categories and subject matters. However, please note that recording a category or subject matter in this Manual does not imply that a request for access to such records would be granted. All requests for access will be evaluated on a case by case basis in accordance with the provisions of the Act.

Company records

The following are records pertaining to MIH's own affairs:

- Finance and accounting records
- Human Resources;
- Strategy;
- Shareholders;
- Intermediaries;
- Operational records;
- Technology;
- Compliance and Risk;
- Contractors
- Subsidiary; and
- Directors.

Employee records

"Employee" refers to any person who works for or provides services to or on behalf of MIH and receives or is entitled to receive any remuneration and any other person who assists in carrying out or conducting any work or services for MIH. This includes, without limitation, heads of departments, managers, all permanent, temporary and part-time staff as well as contract workers. Personnel records include the following:

- Any personal records provided to MIH by their personnel;
- Any records a third party has provided to MIH about any of their personnel;
- Conditions of employment and other personnel-related contractual and quasi-legal records;
- Internal evaluation records; and
- Other internal records and correspondence.

Customer Records

Customer records include the following:

- Customer contact and business information;
- Customer contracts;
- Signed terms and conditions;
- Marketing; and
- Credit bereu checks.

Work-related records

Work-related information includes the following:

- Any records a third party has provided to MIH; and
- Records generated by or within MIH pertaining to work or services, including transactional records.

Other Parties

Records are kept in respect of other parties, including without limitation contractors, suppliers, departments, service providers. Alternatively, such other parties may possess records which can be said to belong to MIH. The following records fall under this category:

- Personnel, work or service related records which are held by another party as opposed to being held by MIH; and
- Records held by MIH pertaining to other parties, including financial records, correspondence, contractual records, records
- provided by the other party, and records third parties have provided about the contractors/suppliers.

Publicly available records

We set out the records which are already publicly available without a request for access in terms of the Act being necessary:

- Group annual Financial statements;
- Group interim audited report; and
- Everything that appears on our website.

We also set out a description of the records available in accordance with other legislation:

- Basic Conditions of Employment Act (Act 75 of 1997)
- Compensation for Occupational Injuries and Disease Act (Act 130 of 1993)
- Income Tax Act (Act 58 of 1962)
- Labour Relations Act (Act 66 of 1995)
- Occupational Health and Safety Act (Act 85 of 1993)
- Skills Development Act (Act 97 of 1998)
- Skills Development Levies Act (Act 9 of 1999)
- Unemployment Insurance Act (Act 63 of 2001)
- Unemployment Contributions Act (Act 4 of 2002)
- Value Added Tax Act (Act 89 of 1991)
- Companies Act, No. 61 of 1973
- Companies Act, No. 71 of 2008
- South African Reserve Bank Act, No. 90 of 1989
- Broad Based Black Economic Empowerment Act, No. 53 of 2003
- Employment Equity Act, No. 55 of 1998
- Promotion of Access to Information Act, No. 2 of 2000

3. ACCESS TO OUR RECORDS

3.1 YOUR RIGHT OF ACCESS

The Act entitles you to have access to our records, provided that

- you need access to exercise or protect any of your rights, and
- you apply for access according to the procedure set out in this manual, and
- we do not have grounds for refusing you access.

3.2 OUR RIGHT TO REFUSE ACCESS

We have the right to refuse you access to our records if any of the following grounds apply:

- the record would unreasonably disclose personal information about a third party, including a deceased individual (unless that third party or a representative of the deceased gives written permission for access),
- the record contains (a) trade secrets, or (b) financial, commercial, scientific or technical information, or (c) information about research by a third party, which could put that third party at a disadvantage in a negotiation or prejudice him in competition (unless that third party gives written permission for access),
- access would put us in breach of a duty of confidence which we owe to a third party (unless that third party gives written permission for access),
- access could reasonably be expected to (a) endanger someone's life or physical safety, or (b) prejudice or impair the security of a building, structure, system, means of transport or other property,
- the record is privileged from being produced as evidence in legal proceedings (unless the person protected by the privilege has waived that protection).

3.3 NOTICE i.t.o. SECTION 52 OF THE ACT

We have not gazetted any notices in terms of Section 52 of the Act. This means that, except for those items listed in sections 2.1 and 2.2 of this manual, we will grant access to our records only in terms of this manual.

3.4 SOUTH AFRICAN HUMAN RIGHTS COMMISSION: SECTION 10 GUIDE

The South African Human Rights Commission has published a Guide (under Section 10 of the Act) explaining the Act and how it works. For further details, contact the SAHRC directly through their website: www.sahrc.org.za.

4. HOW TO APPLY FOR ACCESS

4.1 FILL IN A REQUEST FORM

If you want to obtain access to any of the records listed in this manual, you should fill in the application form contained in section 6 of this manual.

4.2 SUBMIT THE FORM AND THE REQUEST FEE

Hand in your completed application form, and a non-refundable request fee of R50.00 + VAT at our office. If you are an employee or ex-employee requesting access to your personnel record, then you don't have to pay the request fee.

If you cannot visit our office in person, you can post the form and fee to us, or you can contact us to make alternative arrangements.

4.3 WE WILL RESPOND

We will consider your request and let you know our decision, in writing, not more than 30 days after we receive your request.

Our response will probably be one of the following:

- A. Your application does not contain enough information to enable us to search for the record you want. Please provide additional details.
- B. It is going to take us more than six hours to search through our records, and before we do so you must pay us a deposit of R60.00 (plus VAT).
- C. We have found the record you're looking for, and you may have access to it, on payment of:
 - o an access fee of R30.00 (+ VAT) per hour for the time that it took us to find the record (less any deposit which you have already paid), and
 - o a reproduction fee for making photocopies or printouts or copying the record onto a stiffer disc or CD - the fees are set out in section 5 of this manual.

Note: we will not charge fees to an employee or ex-employee requesting access to his/her personnel record.
- D. You may not have access to the record you want, for reasons which we will state in our reply. If you have paid a deposit, we will refund it (but not the request fee).
- E. We have searched for the record and cannot find it. We will give you an affidavit explaining what steps we took to try and find the record. Should the missing record later come to light, we will notify you.

5. SCHEDULE OF FEES

As per *Government Gazette* 23119 dated 15 February 2002

A photocopy of this manual: R 1.10 per page

Request fee (non-refundable)

- payable on submission of the Application Form R50.00

Access fee

- for searching our records R30.00 per hour
(or part thereof)

Note: if the search is likely to take longer than six hours (which would cost more than R180), then a deposit of one-third (i.e. R60) is payable in advance.

Reproduction fee

- photocopy (A4 page or part thereof) R 1.10
- printout from a computer or in other electronic or machine-readable form (A4 page or part thereof) R 0.75
- computer-readable copy on stiffer disc R 7.50
- computer-readable copy of CD R70.00
- transcription of visual images (A4 page or part thereof) R40.00
- copy of a visual image R60.00
- transcription of an audio record (A4 page or part thereof) R20.00
- copy of an audio record R30.00

VAT must be added to request, access and reproduction fees.

Postage

- if the copy of the record is to be sent by post, then postage must be paid in addition to the request, access and reproduction fees.

6. APPLICATION FORM

(Page 1 of 4 pages)

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 private body

The Principal: _____
 Address: _____

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B. Particulars of person requesting access to the record

Notes:

- (a) *Please give the particulars of the person who is requesting access to the record.*
- (b) *Please state the address and/or fax number in the Republic to which the information is to be sent.*
- (c) *If applicable, attach proof of the capacity in which the request is made.*

Full names and surname: _____

Identity number: _____

Postal address: _____

Telephone no: _____ Fax no: _____

E-mail address: _____

If this application is being made on behalf of another person, state the capacity in which you are making it: _____

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

Note: this needs to be completed only if the request for information is being made on behalf of another person.

Full names and surname: _____

Identity number: _____

(Application form: page 2 of 4 pages)

D. Particulars of record

Notes:

- (a) Provide full particulars of the record to which access is requested, including a reference number (if you know of one) which will help us to locate the record.
- (b) If there is not enough space on this form for all the particulars, write the remaining particulars on a separate sheet of paper, sign it, and attach it to this form.

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

2. Reference number, if available: _____

3. Any further particulars of record: _____

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E. Fees

Notes:

- (a) A request for access to 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 to be paid as the request fee.
- (c) The fee payable for access to a record depends on the form in which access is required and the reasonable time to search for and prepare a record.
- (d) If you qualify for exemption from payment of any fee, please state the reason for exemption.

Reason for exemption from payment of fees: _____

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F. Form of access to record

If you have a disability which prevents you from reading, viewing or listening to the record in any of the forms of access listed in sections 1 to 4 hereunder, please state your disability and indicate the form in which you require the record:

Disability: _____ Form in which record is required: _____

(Application form: page 3 of 4 pages)

F. Form of access to record (continued)

Notes:

- (a) *Compliance with your request 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 which case you will be informed if access will be granted in another form.*
- (c) *The fee payable for access to the record will partly be determined by the form in which access is requested.*

Mark the appropriate box with an X:

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

If you have requested the record in any of the forms marked *, YES NO
 do you want it to be posted to you? If so, postage will be payable.

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G. Particulars of right to be exercised or protected

If the space provided is not adequate, please continue on a separate sheet, sign it, and attach it to this form.

1. Indicate which right is to be exercised or protected: _____

(Application form: page 4 of 4 pages)

2. Explain why you need the requested record to exercise or protect the
 aforementioned right: _____

H. Notice of decision regarding request for access

You will be notified in writing whether your application has been approved or denied. If you wish to be informed in some other manner, please specify it and give details to enable us to comply with your request:

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

SIGNED AT _____ THIS _____ DAY OF _____ 20 _____,

 SIGNATURE OF REQUESTER /
 PERSON ON WHOSE BEHALF THE REQUEST IS MADE