

 Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
	Revision	01
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)	Effective Date	31 August 2021
	Page	1 of 32

Title Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)	Document No.	WI-CO-001
	Revision	01
Department Business Practice and Compliance	Effective date	30 August 2021
	Review period	every 3 years

Table of Contents

1.	Introduction	2
2.	The Purpose Of This Manual	3
3.	Definitions and Interpretation	4
4.	Contact Details Of The Managing Director	5
5.	The Information Officer	5
6.	The South African Human Rights Commission.....	6
7.	Publication And Availability Of Certain Records In Terms Of PAIA.....	7
8.	Grounds For Refusal Of Access To Records In Terms Of PAIA.....	7
9.	Remedies Available To The Requestor Upon Refusal Of A Request For Access In Terms Of PAIA.....	8
10.	Procedure For A Request Of Access In Terms Of PAIA.....	9
11.	Fees.....	10
12.	Decision To Grant Access To Records.....	11
13.	Protection Of Personal Information That Is Processed By Organon SA.....	11
14.	References	14
15.	Revision History	14
16.	Appendices.....	16

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	2 of 32

1. Introduction

1.1 General


- 1.1.1 Organon is a global healthcare company working to make a difference in the lives of people through the innovative medicines, vaccines and consumer health and animal products that we discover and produce.
- 1.1.2 Our core therapeutic areas include diabetes, women’s health, asthma, cholesterol, hypertension. We continue to focus on conditions that represent some of today’s most significant health challenges like cardio-metabolic disease, and we are also building strengths in new areas such Bio-similar molecules.

1.2 PAIA

- 1.2.1 PAIA was assented to on the 2nd of February 2000, published on the 3rd of February 2000 and commenced on the 9th of March 2001.
- 1.2.2 The purpose of PAIA is to give effect to section 32 of the Constitution, a fundamental right in the Bill of Rights, being the right of access to any information held by the state and any information held by any other person and that is required for the exercise of any rights.
- 1.2.3 Section 50 of PAIA states that where a request is made for a Private Body to release a Record, the Private Body is obliged to release the Record, except where PAIA expressly provides for the withholding of the Record.
- 1.2.4 PAIA further sets out the required procedures to be followed by a requestor when making a Request for Access.
- 1.2.5 Section 51 of PAIA further states that “all Private Bodies are required to compile an information manual “PAIA Manual”.

1.3 POPI

- 1.3.1 POPI was assented to on the 26th of November 2013.

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	3 of 32

- 1.3.2 The Purpose of POPI is to give effect to section 14 of The Constitution, “The Right to Privacy”, by protecting Personal Information and regulating the free flow and processing of Personal Information.
- 1.3.3 POPI sets minimum conditions which all Responsible Parties must comply with so as to ensure that all Personal Information is respected and protected.
- 1.3.4 These minimum conditions are the Conditions for Lawful Processing and are more fully described in paragraph 13.1 of this manual.

2. The Purpose Of This Manual

- 2.1 The purpose of this Manual is to foster a culture of transparency and accountability within Organon, its employees and its network of Subsidiaries, Stakeholders, Customers and Third Parties of which Organon forms a part; to promote a culture of effective access to information and to enable all stakeholders to fully exercise and protect all their rights.
- 2.2 Furthermore, this manual aims to give effect to the right to privacy in relation to the protection of Personal Information.
- 2.3 Both PAIA and POPI recognise that the rights of access to information and privacy respectively are subject to the limitation’s clause in terms of section 36 of The Constitution where such limitation is reasonable and justifiable in terms of the law of general application in an open and democratic society based on human dignity, equality and freedom.
- 2.4 This PAIA Manual of Organon South Africa:
 - 2.4.1 Is available for viewing at Organon’s premises at Spaces, 1st floor, Magwa Crescent, Gateway West, Waterfall City, Midrand Johannesburg, 2090 www.organon.com/southafrica
 - 2.4.2 For the purposes of PAIA, details the process to be followed by a Requestor and the manner in which a Request for Access shall be facilitated.

 ORGANON	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	4 of 32

2.4.3 For the purposes of POPI, amongst other legislative requirements which Organon South Africa is subject to, details the purpose for which Personal Information may be processed, a description of the categories of Data Subjects for whom Organon South Africa processes personal information relating to such data subjects and the recipients to whom Personal Information may be supplied.

3. Definitions and Abbreviations

SA	The Republic of South Africa
Conditions for Lawful Processing	the conditions for the lawful processing of Personal Information as fully set out in chapter 3 of POPI and in paragraph 13.1 of this Manual
Constitution	The Constitution of the Republic of South Africa, 1996;
Customer	any natural or juristic person that received or receives services from Organon SA.
Data Subject	Has the meaning ascribed thereto in section 1 of POPI
Information Officer	The duly authorised Head (as defined in section 1 of PAIA) of Organon SA.
Manual	This manual is prepared in accordance with section 51 of PAIA and regulation 4(1) (d) of the POPI Regulations;
Organon	Organon (Proprietary) Limited Registration Number 1996/03791/07, hereinafter referred to as Organon SA or Organon South Africa (Pty) Ltd.
PAIA	The Promotion of Access to Information Act 2 of 2000
Personal Information	Has the meaning ascribed thereto in section 1 of POPI
Personnel	Refers to any person who works for, or provides services to and or act as an agent on behalf of Organon SA, and receives or is entitled to receive remuneration and any other person who assists in carrying out or conducting the business of Organon SA, which includes, without limitation, Directors (executive and non-executive), all permanent, temporary and part-time staff as well as contract workers

 ORGANON	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	5 of 32

PI	Personal Information
POPI	The Protection of Personal Information Act 4 of 2013
POPI Regulations	The regulations promulgated in terms of section 112(2) of POPI
Private Body	Has the meaning ascribed thereto in sections 1 of both PAIA and POPI
Processing	Has the meaning ascribed thereto in section 1 of POPI
Responsible Party	Has the meaning ascribed thereto in section 1 of POPI
Record	Has the meaning ascribed thereto in section 1 of PAIA and includes Personal Information
Requestor	Has the meaning ascribed thereto in section 1 of PAIA;
Request for Access	Has the meaning ascribed thereto in section 1 of PAIA
SAHRC	The South African Human Rights Commission

Capitalised terms used in this Manual have the meanings ascribed thereto in section 1 of POPI and PAIA as the context specifically requires, unless otherwise defined herein.

4. Contact Details Of The Information Officer (Managing Director)

Managing Director: Dr Abofele Khoele
Registered Address: Spaces, 1st floor, Magwa Crescent, Gateway West, Waterfall City, Midrand Johannesburg, 2090
Email: privacyza@organon.com
Website: www.organon.com/southafrica

5. The Information Officer

- 5.1 The Act prescribes the appointment of an information officer for public bodies where such Information Officer is responsible for, amongst other things, assessing requests for access to information. The Head of a Private body in terms of section 51(1) and ss (2) of The Act, fulfils the function of compiling and updating the PAIA manual.
- 5.2 The Information Officer appointed in terms of The Act also refers to the Information Officer as referred to in the POPI Act. The information Officer oversees the function and

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	6 of 32

responsibilities as required in terms of both PAIA and section 55 of the POPI Act after registering with the Information Regulator.

5.3 The information regulator may where it is deemed necessary appoint deputy information officers, as allowed for in section 17 of The Act as well as section 56 of the POPI Act. All requests for information in terms of The Act must be addressed to the Information Officer.

5.4 **Contact Details Of The Deputy Information Officer**

Information Officer: Kgositsile Mogamme
Registered Address: Spaces, 1st floor, Magwa Crescent, Gateway West, Waterfall City, Midrand Johannesburg, 2090
Email: privacyza@organon.com
Website: www.organon.com/southafrica

6. **The South African Human Rights Commission**

6.1 Enquiry Details

6.1.1 The Commission launched a Guide in terms of section 10 of PAIA on 01 March 2005. The Guide as required by section 51(1)b, is available in eleven official languages and has been distributed to public bodies. Members of the public can inspect or make copies of the Guide from the offices of these public bodies.

6.1.2 The guide contains information on understanding and using The Act; the objectives of The Act, particulars of every public body and private body, the manner and form of requests and contents of the regulations promulgated under The Act

6.1.3 The guide is also available on the SAHRC website and any enquiries on this Guide can be directed to:

6.1.3.1 **The Deputy Information Officer:**

Dr Shanelle van der Berg
The South African Human Rights Commission
PAIA Unit
Private Bag X 2700, Houghton, 2041
Telephone Number: 011 877 3608
Facsimile No: 011 403 0625

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	7 of 32

Website: <https://www.sahrc.org.za/index.php/what-we-do/programmes>
E-mail: mnyuswa@sahrc.org.za

7. Publication And Availability Of Certain Records In Terms Of PAIA

7.1 Schedule of Records

7.1.1 The Schedule of records as detailed in Appendix 3 of this Manual are records held by Organon South Africa for purposes of PAIA and POPI respectively. Access to such records may not be granted subject to the grounds of refusal as specified in paragraph 8 below.

7.2 List of applicable legislation

7.2.1 A list of applicable legislation in terms of which Organon South Africa retains or processes records and which is applicable of Organon South Africa is set out in Appendix 4.

8. Grounds For Refusal Of Access To Records In Terms Of PAIA

8.1 The following are the grounds on which Organon South Africa may, subject to the exceptions contained in Chapter 4 of PAIA, refuse a Request for Access in accordance with Chapter 4 of PAIA:

8.1.1 Mandatory protection of the privacy of a third party who is a natural person, including a deceased person, where such disclosure of PI would result in the unreasonable disclosure of personal information about a third party.

8.1.2 Mandatory protection of the commercial information of a third party if the records contain:

8.1.2.1 Trade Secrets of the third party;

8.1.2.2 Financial, commercial, scientific, or technical information of the third party, the disclosure of which could likely cause harm to the financial or commercial interests of that third party; and / or

8.1.2.3 Information disclosed in confidence by a third party to Organon South Africa, the disclosure of which could put that third party at a disadvantage in contractual or other negotiations or prejudice the third party in commercial competition.

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	8 of 32

8.1.3 Mandatory protection of confidential information of third parties if it is protected in terms of any agreement.

8.1.4 Mandatory protection of the safety of individuals and the protection of property.

8.1.5 Mandatory protection of records that would be regarded as privileged in legal proceedings.

8.1.6 Protection of the commercial information of Organon South Africa which may include:

8.1.6.1 Trade Secrets;

8.1.6.2 Financial, commercial, scientific or technical information, the disclosure of which could likely cause harm to the financial or commercial interests of Organon South Africa;

8.1.6.3 Information which, if disclosed, could put Organon South Africa at a disadvantage in contractual or other negotiations or prejudice Organon South Africa in commercial competition; and / or

8.1.6.4 Digital programs which are owned by Organon South Africa, and which are protected by copyright with intellectual property laws.

8.1.7 Research information of Organon South Africa or a third party, where such disclosure would place the research or the researcher at a serious disadvantage and

8.1.8 Requests for records that are clearly frivolous or vexatious or which involve an unreasonable division of resources.

9. Remedies Available To The Requestor Upon Refusal Of A Request For Access In Terms Of PAIA

9.1 Internal Remedies

9.1.1 A requestor may appeal in writing to Organon’s Deputy Information Officer following a refusal for access to information.

9.1.2 Contact Details of the Deputy Information Officer:

Contact Person: Kgositsile Mogamme

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	9 of 32

Email: privacyza@organon.com

9.2 External Remedies

9.2.1 In accordance with section 56(3)(c) and 78 of PAIA, a requestor may apply to a court for relief within 180 days of notification of the decision for appropriate relief.

10. Procedure For A Request Of Access In Terms Of PAIA

10.1 A Requester must comply with all the procedural requirements as contained in section 53 of PAIA relating to a Request for Access to a Record.

10.2 A Requester must complete the prescribed Request for Access form attached as Appendix 1 and submit the completed Request for Access form as well as payment of a request fee (if applicable) and a deposit (if applicable), to the Information Officer at the postal or physical address, facsimile number or electronic mail address stated in paragraph 5.3 above.

10.3 The Request for Access form must be completed with enough particularity to at least enable the Information Officer to identify the following:

10.3.1 The Record/s requested.

10.3.2 The identity of the Requester.

10.3.3 The form of access that is required, if the request is granted.

10.3.4 The postal address or fax number of the Requester and

10.3.5 The right that the Requester is seeking to protect and an explanation as to why the Record is necessary to exercise or protect such a right.

10.4 Organon SA will process the Request for Access within 30 days of receipt of the Request for Access, unless the Request for Access is of such a nature that an extension of the prescribed time limit is necessitated in accordance with section 57 of PAIA.

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	10 of 32

10.5 If, in addition to a written reply from the Information Officer, the Requester wishes to be informed of the decision on the Request for Access in any other manner, the Requestor must state the manner and the particulars so required.

10.6 If a Request for Access is made on behalf of another person, the Requester must submit proof of the capacity in which the Requester is making the request to the reasonable satisfaction of the Information Officer.

10.7 If an individual is unable to complete the prescribed form because of illiteracy or disability, such a person may make the request orally.

10.8 Organon SA will voluntarily provide the requested Records to a Personal Requestor (as defined in section 1 of PAIA). The prescribed fee for reproduction of the Record requested by a Personal Requestor will be charged in accordance with section 54(6) of PAIA and paragraph 11 below.

11. Fees

11.1 The Act provides for two types of fees, namely:

11.1.1 A request fee, payable by a Requestor, other than a Personal Requestor; and

11.1.2 An access fee, which must be calculated by taking into account the production costs, search and preparation time and cost, as well as postage costs.

11.2 When the Request for Access is received by the Information Officer, the Information Officer shall by notice require the Requester, other than a Personal Requester, to pay the prescribed request fee (if any), before further processing of the Request for Access.

11.3 If the search for a Record requires more than the prescribed hours for this purpose, the Information Officer shall notify the Requester to pay as a deposit, the prescribed portion of the access fee (being not more than one third) which would be payable if the Request for Access is granted.

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	11 of 32

11.4 The Information Officer shall withhold a Record until the Requester has paid the fees set out in Appendix 2.

11.5 A Requester whose Request for Access to a Record has been granted, must pay an access fee for reproduction and for search and preparation, and for any time reasonably required in excess of the prescribed hours to search for and prepare the Record for disclosure including making arrangements to make it available in a requested form provided for in section 29(2) (a) and (b)(i) and (ii) of PAIA.

11.6 If a deposit has been paid in respect of a Request for Access which is refused, the Information Officer must repay the deposit to the Requester.

12. Decision To Grant Access To Records

12.1 Organon SA shall decide whether to grant or decline the Request for Access within 30 days of receipt of the Request for Access and must give notice to the Requestor with reasons (if required) to that effect.

12.2 The period referred to in paragraph 10.1 above may be extended for a further period of not more than 30 days if the Request for Access is for a large number of Records or the Request for Access requires a search for Records held at another office of Organon SA and the Records cannot reasonably be obtained within the original 30 day period.

12.3 Organon SA will notify the Requester in writing should an extension of time as contemplated in paragraph 12.2 above be required.

13. Protection Of Personal Information That Is Processed By Organon SA

13.1 Conditions for Lawful Processing

13.1.1 Chapter 3 of POPI provides for the minimum Conditions for Lawful Processing of Personal Information by a Responsible Party. These conditions may not be derogated from unless

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	12 of 32

specific exclusions apply as outlined in POPI. Below is a description of the eight Conditions for Lawful Processing as contained in POPI:

- 13.1.1.1 Accountability - the Responsible Party has an obligation to ensure that there is compliance with POPI in respect of the Processing of Personal Information.
- 13.1.1.2 Processing limitation - Personal Information must be collected directly from a Data Subject to the extent applicable; must only be processed with the consent of the Data Subject and must only be used for the purposes for which it was obtained.
- 13.1.1.3 Purpose specification - Personal Information must only be processed for the specific purpose for which it was obtained and must not be retained for any longer than it is needed to achieve such purpose.
- 13.1.1.4 Further processing limitation - further processing of Personal Information must be compatible with the initial purpose for which the information was collected.
- 13.1.1.5 Information quality - the Responsible Party must ensure that Personal Information held is accurate and updated regularly and that the integrity of the information is maintained by appropriate security measures.
- 13.1.1.6 Openness - there must be transparency between the Data Subject and the Responsible Party.
- 13.1.1.7 Security safeguards - a Responsible Party must take reasonable steps to ensure that adequate safeguards are in place to ensure that Personal Information is being processed responsibly and is not unlawfully accessed.
- 13.1.1.8 Data Subject participation - the Data Subject must be made aware that their information is being processed and must have provided their informed consent to such processing.

13.2 Purpose of the Processing of Personal Information by Organon SA

- 13.2.1 As outlined in paragraph 13.1.1.3, Personal Information may only be Processed for a specific purpose. The purposes for which Organon Processes or will Process Personal Information is set out in Part 1 of Appendix 5.

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	13 of 32

13.3 **Categories of Data Subjects and Personal Information/special Personal Information relating thereto**

13.3.1 As per section 1 of POPI, a Data Subject may either be a natural or a juristic person. Appendix 4 sets out the various categories of Data Subjects that Organon SA Processes Personal Information on and the types of Personal Information relating thereto.

13.4 **Recipients of Personal Information**

13.4.1 Appendix 4 outlines the recipients to whom Organon SA may provide a Data Subjects Personal Information to.

13.5 **Cross-border flows of Personal Information**

13.5.1 Section 72 of POPI provides that Personal Information may only be transferred out of the Republic of South Africa:

13.5.1.1 If the recipient country can offer such data an “adequate level” of protection. This means that its data privacy laws must be substantially similar to the Conditions for Lawful Processing as contained in POPI; or

13.5.1.2 If the Data Subject consents to the transfer of their Personal Information; or

13.5.1.3 If the transfer is necessary for the performance of a contractual obligation between the Data Subject and the Responsible Party; or

13.5.1.4 If the transfer is necessary for the performance of a contractual obligation between the Responsible Party and a third party, in the interests of the Data Subject; or

13.5.1.5 If the transfer is for the benefit of the Data Subject, and it is not reasonably practicable to obtain the consent of the Data Subject, and if it were, the Data Subject, would in all likelihood provide such consent.

13.5.1.6 Part 4 of Appendix 4 sets out the planned cross-border transfers of Personal Information and the condition from above that applies thereto.

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	14 of 32

13.6 Description of information security measures to be implemented by Organon SA

13.6.1 Part 5 of Appendix 4 sets out the types of security measures to implemented by Organon SA in order to ensure that Personal Information is respected and protected.

13.6.2 A preliminary assessment of the suitability of the information security measures implemented or to be implemented by Organon SA may be conducted in order to ensure that the Personal Information that is processed by Organon SA is safeguarded and processed in accordance with the Conditions for Lawful Processing.

13.7 Objection to the Processing of Personal Information by a Data Subject

13.7.1 Section 11(3) of POPI and regulation 2 of the POPI Regulations provides that a Data Subject may, at any time object to the Processing of his / her / its Personal Information in the prescribed form attached to this manual as Appendix 5 subject to exceptions contained in POPI.

13.8 Request for correction or deletion of Personal Information

13.8.1 Section 24 of POPI and regulation 3 of the POPI Regulations provides that a Data Subject may request for their Personal Information to be corrected / deleted in the prescribed form attached as Appendix 6 to this Manual.

14. References

The Promotion of Access to Information Act Of 2002 (PAIA)
Protection of Personal Information Act Of 2013 (POPI)

15. Revision History

WI Revision	Summary of major changes
01	New WI

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	15 of 32

16. Appendices

Appendix 1	Form C: Request for access to record of Private Body
Appendix 2	Applicable fees in Respect of Private Bodies in relation to PAIA
Appendix 3	List of applicable legislation in respect of Organon SA
Appendix 4	Schedule of Records of Organon in relation to POPI
Appendix 5	Form for the objection to the processing of personal information in terms of POPI
Appendix 6	Form for the request to delete or correct personal information in terms of POPI

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	16 of 32

Appendix 1

**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 private body

The Head:

B. Particulars of person requesting access to the record

- (a) The particulars of the person who requests access to the record must be given below.
(b) The address and/or fax number in the Republic to which the information is to be sent must be given.
(c) Proof of the capacity in which the request is made, if applicable, must be attached.

Full names and surname:

.....

Identity number:

--	--	--	--	--	--	--	--	--	--	--	--	--	--

Postal address:

.....

.....

Telephone number:

(.....) Fax number: (.....)

.....

E-mail address:

.....

.....

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:

--	--	--	--	--	--	--	--	--	--	--	--	--	--

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	17 of 32

- (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 on a separate folio and attach it to this form. The requester must sign all the additional folios.

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

.....

.....

.....

.....

2. Reference number, if available:

.....

.....

.....

.....

3. Any further particulars of record:

.....

.....

.....

.....

D. Fees

- (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 required 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 required to search for and prepare a record.
- If you qualify for exemption of the payment of any fee, please state the reason for exemption.

Reason for exemption from payment of fees:

.....

E. Form of access to record

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
	Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision
		Effective Date	31 August 2021
		Page	18 of 32

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

Disability: <input type="checkbox"/>	Form in which record is required: <input type="checkbox"/>
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 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 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
--	-----	----

F. 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:

.....
.....
.....
.....

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	19 of 32

.....
.....

2. Explain why the record requested is required for the exercise or protection of the afore mentioned right:

.....
.....

G. 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..... ofyear
.....

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

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	20 of 32

Appendix 2

APPLICABLE FEES IN RESPECT OF PRIVATE BODIES IN RELATION TO PAIA

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	21 of 32

Appendix 3

LIST OF APPLICABLE LEGISLATION IN RESPECT OF Organon SA

1. The Medicines and Related Substances Act No. 101 of 1965
2. Basic Conditions of Employment Act No. 75 of 1997
3. Companies Act No. 71 of 2008
4. Competition Act No. 89 of 1998
5. Compensation for Occupational Injuries and Diseases Act No. 130 of 1993
6. Constitution of South Africa, 1996
7. Customs and Excise Act No 91 of 1964
8. Electronic Communications and Transactions Act No. 25 of 2002
9. Employment Equity Act No. 55 of 1998
10. Financial Advisory and Intermediary Services Act No.37 of 2002
11. Financial Intelligence Centre Act No. 38 of 2001
12. Financial Markets Act No. 19 of 2012
13. Financial Sector Regulation Act No. 9 of 2017
14. Immigration Act No. 13 of 2002
15. Income Tax Act No. 58 of 1962
16. Insolvency Act No. 24 of 1936
17. Inspection of Financial Institutions Act No.80 of 1998
18. Labour Relations Act No. 66 of 1995
19. National Credit Act No. 34 of 2005
20. National Payment System Act No. 78 of 1998
21. Occupational Health and Safety Act No. 85 of 1993
22. Pharmacy Act No. 53 of 1974
23. Prevention of Organised Crime Act No. 121 of 1998
24. Promotion of Access to Information Act No. 2 of 2000
25. Protection of Personal Information Act No. 4 of 2013
26. Protected Disclosures Act No. 26 of 2000
27. Protection of Constitutional Democracy Against Terrorist and Related Activities Act No. 33 of 2004
28. Securities Transfer Tax Act No.25 of 2007
29. Skills Development Levies Act No.9 of 1999
30. Unemployment Insurance Contributions Act No. 4 of 2002
31. Value-added Tax Act No. 89 of 1991
32. General Data Protection Regulation (GDPR)

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	22 of 32

Appendix 4

SCHEDULE OF RECORDS OF Organon SA IN RELATION TO PAIA

Part 1	Purpose of the Processing of Personal Information	Type of Processing
	<p>(A) to provide accounts and services to the Customer in accordance with terms agreed to by the Customer;</p> <p>(B) to undertake activities related to the provision of accounts, services and trade transactions, such as, by way of non-exhaustive example:</p> <p>(1) to fulfil foreign and domestic legal, regulatory and compliance requirements and comply with any applicable treaty or agreement with or between foreign and domestic governments applicable to any of the Organon SA, Organon SA affiliates and their agents or payment infrastructure providers;</p> <p>(2) to verify the details and credentials of the Third Party or its representatives who contact the Organon or may be contacted by Organon SA;</p> <p>(3) for risk assessment, information security management, statistical, trend analysis and planning purposes; (4) to monitor and record calls and electronic communications with the Customer for quality, training, investigation and fraud prevention purposes; (5) for crime detection, prevention, investigation and prosecution; (6) to enforce or defend the Organon SA's or Organon SA affiliates' rights; and (7) to manage the Organon SA's relationship with the Customer, which may include providing</p>	<p>Collection, recording, organization, structuring, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or otherwise making available, alignment or combination, restriction, erasure or destruction,</p>

	Organon South Africa (Pty) Ltd	Document No. WI-CO-001	
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision 01	
		Effective Date 31 August 2021	
		Page 23 of 32	

	information to Customer and Customer affiliates about Organon SA's and Organon SA affiliates' products and services; and (C) the purposes related to any authorised disclosure made in terms of agreement, law or regulation; (D) any additional purposes expressly authorised by the Customer; and (E) any additional purposes as may be notified to the Customer or Data Subjects in any notice provided by Organon SA	
--	--	--

Part 2	Categories of Data Subjects of Organon SA and categories of Personal Information relating thereto	Data Subject	Personal Information Processed
	Customer: <ul style="list-style-type: none"> ▪ Corporate; Customer Profile information including, account details, payment information, corporate structure, customer risk rating and other customer information including to the extent the categories of information relate to individuals or representatives of customers (e.g., shareholders, directors, etc.) required for the above mentioned purposes. ▪ Individual; Name; contact details (Company E-Mail Address, Company Telephone Number), client details (Home Facsimile Number, Home Postal Address, Home 	Natural and Juristic Person	Personal data relating to a Data Subject received by or on behalf of Organon SA from the Customer, Customer affiliates and their respective representatives and related parties in the course of providing services to the Customer or in connection with a transaction or services. Customer personal data may include names, contact details, identification and verification information, nationality and residency information, taxpayer identification numbers, voice-prints, bank account and transactional information (where legally permissible), to the extent that these amount

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	24 of 32

	<p>Telephone Number, Personal Cellular, Mobile Or Wireless Number, Personal E-Mail Address); regulatory identifiers (e.g. tax identification number, Alien Registration Number); Account information (Bank Account Currency Code, Bank Account Id, Bank Account Name, Bank Account Number, Bank Account Type, Bank account balance); transaction details and branch details; “know-your customer” data, account opening forms; photographs; other identification and verification data as contained in images of ID card, passport and other ID documents; images of customer signatures).</p> <ul style="list-style-type: none"> ▪ Staff : Name; Organon Global employee ID number; business contact details (address/telephone number/email address) 		to personal data under POPI.
--	---	--	------------------------------

Part 3	Recipients of Personal Information
	Organon SA, its affiliates and their respective representatives

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	25 of 32

Part 4	When making authorized disclosures or transfers of personal information in terms of section 72 of POPI, Personal Data may be disclosed to recipients located in countries which do not offer a level of protection for those data as high as the level of protection as South Africa.
---------------	---

Part 5	Description of information security measures to be implemented by Organon SA
---------------	---

	<p>Organon SA undertakes to institute and maintain the data protection measures to accomplish the following objectives outlined in numbers 1 to 8. The details given are to be interpreted as examples of how to achieve an adequate data protection level for each objective.</p> <ol style="list-style-type: none"> 1. Access Control of Persons Organon SA shall implement suitable measures in order to prevent unauthorized persons from gaining access to the data processing equipment where the data are processed. 2. Data Media Control Organon SA undertakes to implement suitable measures to prevent the unauthorized manipulation of media, including reading, copying, alteration or removal of the data media used by Organon SA and containing personal data of Customers. 3. Data Memory Control Organon SA undertakes to implement suitable measures to prevent unauthorized input into data memory and the unauthorized reading, alteration or deletion of stored data of the Data Exporter's customers. 4. User Control Organon SA shall implement suitable measures to prevent its data processing systems from being used by unauthorized persons by means of data transmission equipment. 5. Access Control to Data Organon SA represents that the persons entitled to use Organon SA's data processing system are only able to access the data within the scope and to the extent covered by their respective access permissions (authorization). 6. Transmission Control Organon SA shall be obliged to enable the verification and tracing of the locations / destinations to which the personal information is transferred by utilization of Organon SA's data communication equipment / devices. 7. Transport Control Organon SA shall implement suitable measures to prevent Personal Information from being read, copied, altered or deleted by unauthorized persons during the transmission thereof or during the transport of the data media. 8. Organization Control Organon SA shall maintain its internal organization in a manner that meets the requirements of this Manual.
--	--

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	26 of 32

Appendix 5

**FORM FOR THE OBJECTION TO THE PROCESSING OF PERSONAL INFORMATION
IN TERMS OF POPI**

**OBJECTION TO THE PROCESSING OF PERSONAL INFORMATION IN TERMS OF
SECTION 11(3) OF THE PROTECTION OF PERSONAL INFORMATION ACT, 2013
(ACT NO. 4 OF 2013)**

**REGULATIONS RELATING TO THE PROTECTION OF PERSONAL INFORMATION,
2017
[Regulation 2(1)]**

Note:

1. *Affidavits or other documentary evidence in support of the objection must be attached.*
2. *If the space provided for in this Form is inadequate, submit information as an Annexure to this Form and sign each page.*

Reference Number....

A		DETAILS OF DATA SUBJECT	
Name and surname of data subject:			
Residential, postal or business address:			
	Code ()		
Contact number(s):			
Fax number:			
E-mail address:			
B		DETAILS OF RESPONSIBLE PARTY	
Name and surname of responsible party (<i>if the responsible party is a natural</i>): Residential, postal or business address:			
	Code ()		

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	27 of 32

Contact number(s):	
Fax number:	
E-mail address:	
Name of public or private body (if the responsible party is not a natural person):	
Business address:	
	Code ()
Contact number(s):	
Fax number:	
E-mail address:	
C REASONS FOR OBJECTION (Please provide detailed reasons for the objection)	

Signed at this day of20

.....
Signature of data subject (applicant)

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	28 of 32

Appendix 6

FORM FOR THE REQUEST TO DELETE OR CORRECT PERSONAL INFORMATION IN TERMS OF POPI

REQUEST FOR CORRECTION OR DELETION OF PERSONAL INFORMATION OR DESTROYING OR DELETION OF RECORD OF PERSONAL INFORMATION IN TERMS OF SECTION 24(1) OF THE PROTECTION OF PERSONAL INFORMATION ACT, 2013 (ACT NO. 4 OF 2013)

REGULATIONS RELATING TO THE PROTECTION OF PERSONAL INFORMATION, 2017
[Regulation 3(2)]

Note:

1. *Affidavits or other documentary evidence in support of the request must be attached.*
2. *If the space provided for in this Form is inadequate, submit information as an Annexure to this Form and sign each page.*

Reference Number

Mark the appropriate box with an "x".

Request for:

Reference Number....

- Correction or deletion of the personal information about the data subject which is in possession or under the control of the responsible party.
- Destroying or deletion of a record of personal information about the data subject which is in possession or under the control of the responsible party and who is no longer authorised to retain the record of information.

A	DETAILS OF THE DATA SUBJECT
Surname:	
Full names:	
Identity number:	
Residential, postal	

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
	Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision
		Effective Date	31 August 2021
		Page	29 of 32

or business address:	
	Code ()
Contact number(s):	
Fax number:	
E-mail address:	

B	DETAILS OF RESPONSIBLE PARTY	
Name and surname of responsible party (<i>if the responsible party is a natural person</i>):		
Residential, postal or business address:		
	Code ()	
Contact number(s):		
Fax number:		
E-mail address:		

Name of public or private body (<i>if the responsible party is not a natural person</i>):	
Business address:	
	Code ()
Contact number(s):	
Fax number:	
E-mail address:	
C	REASONS FOR *CORRECTION OR DELETION OF THE PERSONAL INFORMATION ABOUT THE DATA SUBJECT/*DESTRUCTION OR DELETION OF A RECORD OF PERSONAL INFORMATION ABOUT THE DATA SUBJECT WHICH IS IN POSSESSION OR UNDER THE CONTROL OF THE RESPONSIBLE PARTY. (Please provide detailed reasons for the request)

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	30 of 32

** Delete whichever is not applicable*

Signed at this day of 20

.....

Signature of Data subject

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	31 of 32

Signature: 
Email: abofele.khoele@organon.com

*Electronically signed
by: Abofele Khoele
Reason: Approved
Date: Aug 23, 2021
08:02 GMT+2*

Signature: *Andrew Nicolson*
Email: andrew.nicolson@organon.com

*Electronically signed
by: Andrew Nicolson
Reason: Reviewed
Date: Aug 23, 2021
14:14 GMT+2*

Signature: *S. Damons*
Email: sharne.damons@organon.com

*Electronically signed
by: Sharne Damons
Reason: Reviewed
Date: Aug 25, 2021
12:32 GMT+2*

Signature: *Ivan Koen*
Email: ivan.koen@organon.com

*Electronically signed
by: Ivan Koen
Reason: Approved
Date: Aug 25, 2021
12:34 GMT+2*

Signature: *Norah Maitisa*
Email: norah.maitisa@organon.com

*Electronically signed
by: Norah Maitisa
Reason: Approved
Date: Aug 25, 2021
12:56 GMT+2*

Signature: *Yvette Kilian*
Email: yvette.kilian@organon.com

*Electronically signed
by: Yvette Kilian
Reason: Reviewed
Date: Aug 25, 2021
13:09 GMT+2*

Signature: 
Email: lischen.mashishi@organon.com

*Electronically signed
by: Mokgadi Mashishi
Reason: Reviewed
Date: Aug 30, 2021
14:07 GMT+2*

	Organon South Africa (Pty) Ltd	Document No.	WI-CO-001
Information Manual in terms of the Promotion of Access to Information Act Of 2002 (PAIA Manual) and Protection of Personal Information Act Of 2013 (POPI)		Revision	01
		Effective Date	31 August 2021
		Page	32 of 32

Signature: *Lucinda Moeketsi*

Email: lucinda.moeketsi@organon.com

Electronically signed
by: Lucinda Moeketsi
Reason: Reviewed
Date: Aug 30, 2021
18:51 GMT+2

Signature: *Lebohang Mazibuko*

Email: lebohang.mazibuko@organon.com

Electronically signed
by: Lebohang Mazibuko
Reason: Reviewed
Date: Sep 2, 2021
14:59 GMT+2

Signature: *Lindiwe Ngcanga*

Email: lindiwe.ngcanga@organon.com

Electronically signed
by: Lindiwe Ngcanga
Reason: Approved
Date: Sep 8, 2021
14:14 GMT+2

Signature: *Makhosazane Majola*

Email: makhosazane.majola@organon.com

Electronically signed by:
Makhosazane Majola
Reason: Approved
Date: Sep 21, 2021
14:39 GMT+2

Signature: *Kgositsile Mogamme*

Email: kgositsile.mogamme@organon.com

Electronically signed by:
Kgositsile Mogamme
Reason: Approved
Date: Sep 21, 2021
14:44 GMT+2











WI-CO-001_Organon_PAIA Manual 20 August 2021_(Final 1)

Final Audit Report

2021-09-21

Created:	2021-09-08
By:	Kgositsile Mogamme (kgositsile.mogamme@organon.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAjvIAYHZjY42ujOFAWwpz3DYowZE2GB-s

"WI-CO-001_Organon_PAIA Manual 20 August 2021_(Final 1)" History

-  Document created by Kgositsile Mogamme (kgositsile.mogamme@organon.com)
2021-09-08 - 11:39:31 AM GMT- IP address: 105.243.133.94
-  Document emailed to Lindiwe Ngcanga (lindiwe.ngcanga@organon.com) for signature
2021-09-08 - 11:40:02 AM GMT
-  Email viewed by Lindiwe Ngcanga (lindiwe.ngcanga@organon.com)
2021-09-08 - 12:09:33 PM GMT- IP address: 105.225.109.120
-  Lindiwe Ngcanga (lindiwe.ngcanga@organon.com) verified identity with Adobe Sign authentication
2021-09-08 - 12:14:14 PM GMT
-  Document e-signed by Lindiwe Ngcanga (lindiwe.ngcanga@organon.com)
Signature Date: 2021-09-08 - 12:14:14 PM GMT - Time Source: server- IP address: 105.225.109.120
-  Document emailed to Makhosazane Majola (makhosazane.majola@organon.com) for signature
2021-09-08 - 12:14:16 PM GMT
-  Email viewed by Makhosazane Majola (makhosazane.majola@organon.com)
2021-09-08 - 1:05:56 PM GMT- IP address: 105.243.64.181
-  Email viewed by Makhosazane Majola (makhosazane.majola@organon.com)
2021-09-09 - 12:21:25 PM GMT- IP address: 105.243.64.181
-  Email viewed by Makhosazane Majola (makhosazane.majola@organon.com)
2021-09-10 - 12:32:18 PM GMT- IP address: 41.13.16.146
-  Email viewed by Makhosazane Majola (makhosazane.majola@organon.com)
2021-09-12 - 7:20:27 PM GMT- IP address: 105.243.64.181

 Email viewed by Makhosazane Majola (makhosazane.majola@organon.com)

2021-09-13 - 12:18:02 PM GMT- IP address: 105.243.64.181

 Email viewed by Makhosazane Majola (makhosazane.majola@organon.com)


2021-09-14 - 1:49:22 PM GMT- IP address: 105.243.64.181

 Email viewed by Makhosazane Majola (makhosazane.majola@organon.com)

2021-09-16 - 7:12:52 AM GMT- IP address: 105.243.64.181

 Email viewed by Makhosazane Majola (makhosazane.majola@organon.com)


2021-09-21 - 12:36:21 PM GMT- IP address: 41.21.218.222

 Makhosazane Majola (makhosazane.majola@organon.com) verified identity with Adobe Sign authentication

2021-09-21 - 12:39:11 PM GMT

 Document e-signed by Makhosazane Majola (makhosazane.majola@organon.com)

Signature Date: 2021-09-21 - 12:39:11 PM GMT - Time Source: server- IP address: 41.21.218.222

 Document emailed to Kgositsile Mogamme (kgositsile.mogamme@organon.com) for signature

2021-09-21 - 12:39:13 PM GMT

 Email viewed by Kgositsile Mogamme (kgositsile.mogamme@organon.com)

2021-09-21 - 12:41:10 PM GMT- IP address: 197.96.173.38

 Kgositsile Mogamme (kgositsile.mogamme@organon.com) verified identity with Adobe Sign authentication

2021-09-21 - 12:44:33 PM GMT

 Document e-signed by Kgositsile Mogamme (kgositsile.mogamme@organon.com)

Signature Date: 2021-09-21 - 12:44:33 PM GMT - Time Source: server- IP address: 197.96.173.38

 Agreement completed.

2021-09-21 - 12:44:33 PM GMT