

## STROVE'S PRIVACY AND PERSONAL INFORMATION POLICY

**Strove South Africa (Pty) Ltd.** (reg: 2022/482206/07) ("**Strove**") adheres to the highest standards of protecting your personal information when we process it by virtue of your use of our Services, your use of our mobile application ("Strove App" available on Google PlayStore and/or Apple AppStore), our website [www.stroveapp.com](http://www.stroveapp.com) and/or any of its related blogs, websites, applications or platforms (collectively, "**the Website**" / "**the Application**"), or by providing us with your personal information in any other way. As such, we have created this specific and detailed Privacy Policy for you to read and appreciate exactly how we safeguard your personal information and respect your privacy ("**Policy**").

- Please note that Strove is a private limited liability company duly registered and operating in accordance with the laws of South Africa.
- For more information regarding your personal information lawfully stored or used by Strove, please contact [info@stroveapp.com](mailto:info@stroveapp.com) our team will gladly assist.
- Not all terms are necessarily defined in order, or may be defined in our other agreements or policies.
- Please ensure that you read all the provisions below, and our other Strove rules and policies which may apply from time to time and made available to you, to understand all of your, and our, rights and duties.
- Our Privacy Policy is broken up into the following sections:

1. ***Important information and who we are***
2. ***The data we collect about you***
3. ***How is your personal data collected***
4. ***How we use your personal data***
5. ***Disclosures of your personal data***
6. ***International transfers***
7. ***Data security***
8. ***Data retention***
9. ***Your legal rights***
10. ***Glossary***

### **Important information and who we are**

#### **1.1. Purpose of this Privacy Policy**

- 1.1.1. This Privacy Policy aims to give you information on how Strove collects and processes your personal data through any form of your engagement with Strove such as your engagement with us when contracting or corresponding with us, when using our Services, accessing or using the Website/Application, or providing us with your personal information in any other way (such as when participating in surveys, participating in events or signing up for newsletters).
- 1.1.2. This Privacy Policy complies with, and facilitates the obligations required from, the South African *Protection of Personal Information Act, No. 4 of 2013* ("**POPI**"), as amended.

1.1.2.1. **Users with citizenships from jurisdictions other than of South Africa, please note that Strove complies with all South African data protection laws when processing your personal information pursuant to the Services as we are a South African entity operating in the South African market. Should foreign law be applicable in any regard to your use of the Services and/or the Website in any way, including how we may process your personal information, please contact Strove at [info@stroveapp.com](mailto:info@stroveapp.com) who will gladly engage you on its application and your rights.**

1.1.3. It is important that you read this Privacy Policy together with any other privacy policy or fair processing notice we may provide on specific occasions when we are collecting or processing personal data about you, so that you are fully aware of how and why we are using your data. This Privacy Policy supplements the other notices and is not intended to override them.

1.1.4. **By virtue of the fact that we offer health and lifestyle-monitoring services which you have specifically chosen, we do process very limited special categories of personal data (health and/or biometric), but we never process the data of minors. Do not provide us with any other categories of special data nor the data of minors in any way, where the provision of same will constitute an immediate and automatic material breach of these terms.**

1.1.4.1. **All special categories of personal data which we do process, we store and process at higher standards than conventional data, as required by law.**

## **1.2. Responsible Party and Operator roles**

1.2.1. Strove is the “Responsible Party” and is responsible for your personal data in instances where we decide the processing operations concerning your personal data. Sometimes we also operate as a “Operator” of personal data on behalf of a third-party Responsible Party, where that Responsible Party’s privacy terms will apply, but we will draw your attention to them, when applicable.

1.2.1.1. For clarity, when we process your data in order to analyse it for you, you will be the Responsible Party, and we will be the Operator thereto, only processing your data on your instruction and for the purposes you instruct us to.

1.2.2. We have appointed an information officer (“IO”) at Strove who is responsible for overseeing questions in relation to this Privacy Policy. If you have any questions about this Privacy Policy, including any requests to exercise your legal rights, please contact the IO using the details set out below.

1.2.3. By your uploading or submitting third-party data or information to the Application for us to process, you warrant that you have the necessary permission and consent to upload or submit such data or information.

## **1.3. Our Contact Details**

1.3.1. Our full details are:

- Full name of legal entity: Strove South Africa (Pty) Ltd.
- Name of IO: Chris Bruchhausen
- Email address: [info@stroveapp.com](mailto:info@stroveapp.com)
- Postal address: 4 Debaren Close, Zwaanswyk
- Telephone number: +27 718789550

1.3.2. You have the right to make a complaint at any time to the South African regulator’s office (Information Regulator’s Office of South Africa). We would, however,

appreciate the chance to deal with your concerns before you approach any such regulator, so please contact us in the first instance.

#### **1.4. Changes to the Privacy Policy and your Duty to Inform us of Changes**

- 1.4.1. This Privacy Policy version was last updated on 04/09/2021 and historic versions are archived and can be obtained by contacting us.
- 1.4.2. It is important that the personal data we hold about you is accurate and current (especially for health and analysis reasons). Please update your personal data yourself using the relevant prompts on the Application, or keep us informed (using email or telephone engagements) if your personal data changes during your relationship with us.

#### **1.5. Third-Party Links on Website or otherwise**

- 1.5.1. The Website/Application may include links to third-party websites, plug-ins and applications. Clicking on those links or enabling those connections may allow third parties to collect or share data about you. We do not control these third-party websites and are not responsible for their privacy statements or terms. When you leave our Website, or engage with such third parties, we encourage you to read the distinct privacy policy of every third-party you engage with.

#### **The data we collect about you**

- 1.6. Personal data, or personal identifiable information, means any information about an individual, both natural and juristic entities (i.e. people and companies), from which that entity can be identified. It does not include data where the identity has been removed (anonymous data).
- 1.7. We may collect, use, store and transfer (“**process**”) different kinds of personal data about you which we have grouped together as follows:
  - 1.7.1. **Identity Data** including first name, maiden name, last name, country of residence, username or similar identifier, title, date of birth and gender, or the information about your company such as company registration details, company address and name;
  - 1.7.2. **Contact Data** including email address;
  - 1.7.3. **Reward Redemption Data** including the reward status of a user, how they earned the Reward, and their redemptions thereof;
  - 1.7.4. **Financial Data** including client VAT information;;
  - 1.7.5. **Physical Activity Data** including your applicable exercise activity type, duration, distance, calories, heart rate, elevation and pace;
  - 1.7.6. **Account Data** including your Application preferences, Account username, access requirements and bespoke Application functionality choices;
  - 1.7.7. **Social Media Data** including all information accessible on your publicly available profile such as images, photos, photo tags, likes, followers, comments, posts and stories;
  - 1.7.8. **Transaction Data** including details about payments to and from you, service or performance contracts, contractual terms, contract fees, signups, invoices and other details of services you have obtained from us, or provide to us;
  - 1.7.9. **Technical Data** including your device's Internet Protocol address (e.g. IP address), browser type, browser version, the pages of our Service that you visit, the time and date of your visit, the time spent on those pages, unique device identifiers and other diagnostic data;

- 1.7.10. **Usage Data** including information about how you use our company, Website, surveys, events and Services; and
- 1.7.11. **Marketing and Communications Data** including your preferences in receiving notices and marketing from us and our third parties and your communication preferences.
- 1.8. We also collect, use and share **Aggregated Data** such as statistical or demographic data for any purpose. Aggregated Data may be derived from your personal data but is not considered personal data in law as this data does **not** directly or indirectly reveal your identity. For example, we may aggregate your Usage Data to calculate the percentage of users accessing a specific Website feature. However, if we combine or connect Aggregated Data with your personal data so that it can directly or indirectly identify you, we treat the combined data as personal data which will be used in accordance with this Privacy Policy.
  - 1.8.1. For clarity on the topic of sharing data of employee users with their respective employers, we only provide Aggregated Data generated by employees using the Application (aggregated physical activity data, reward redemption data etc.) to the employer, via *Tableau* dashboards or the web application that we have created that is made available to the person(s) responsible for administering the account with Strove on behalf of the organisation. This data is anonymized and aggregated so there is no unique identifier that would tie the data we are presenting to the client, to the employer. The only piece of data that we do provide on an individual level is the employee user's position on their respective company leaderboard. Further, employee users need to opt in on the Application in order to form part of the leaderboard.
- 1.9. Where we need to collect personal data by law, or under the terms of a contract we have with you and you fail to provide that data when requested, we may not be able to perform the contract we have or are trying to enter into with you (for example, to provide you with services or allow you to provide us with your services). In this case, we may have to cancel Website-access or Services you have with us, but we will notify you if this is the case at the time.

#### **How is your personal data collected?**

- 1.10. We use different methods to collect data from and about you, including through:
  - 1.10.1. **Direct interactions:** You may/will give us your **Identity, Physical Activity, Contact, Profile, Social Media, Technical, Reward Redemption, Usage, Transaction** and **Financial Data** by filling in various Strove forms, Application/Website forms or by corresponding with us by post, phone, email or otherwise. This includes personal data you provide when you:
    - 1.10.1.1. use our Services;
    - 1.10.1.2. use our Application/Website;
    - 1.10.1.3. contract with us (as a client or otherwise);
    - 1.10.1.4. consult with us;
    - 1.10.1.5. complete forms;
    - 1.10.1.6. sign-up for newsletters;
    - 1.10.1.7. interact with us via webinar or social platform group, such as a Facebook™ group
    - 1.10.1.8. provide any services to us as a service provider or independent contractor on contract with us;

- 1.10.1.9. request information to be sent to you;
- 1.10.1.10. attend any Strove event whether online or in person; or
- 1.10.1.11. give us some feedback.
- 1.10.1.12. connect third party apps.
- 1.10.2. **Automated technologies or interactions:** As you interact with our Website, we may automatically collect **Technical Data, Profile** and **Usage Data** about your equipment, browsing actions and patterns. We may collect this personal data by using cookies, server logs and other similar technologies. We may also receive Technical Data about you if you visit other websites employing our cookies.
- 1.10.3. **Third parties or publicly available sources:** We may receive personal data about you from various third parties and public sources as set out below:
  - 1.10.3.1. **Technical Data and Social Data** from the following parties:
    - 1.10.3.1.1. analytics providers *Google Analytics* based in the United States of America;
    - 1.10.3.1.2. social networks *Facebook, Instagram, Twitter, LinkedIn* based in the United States of America;
    - 1.10.3.1.3. survey data providers *Google Forms, Paperform* and *Typeform* based in the United States of America and Spain respectively;
    - 1.10.3.1.4. marketing platforms *Mailchimp* and *Sendgrid* based in the United States of America; and
    - 1.10.3.1.5. search information providers *Google* based in the United States of America.
- 1.10.4. **Limited Use Disclosure**
  - 1.10.4.1. The use of information received from Health Connect will adhere to the Health Connect Permissions policy, including the Limited Use requirements.

#### How we use your personal data

- 1.11. We will only use your personal data when the law allows us to and for legitimate reasons, which you hereby expressly understand and consent to. Most commonly, we will use your personal data in the following circumstances:
  - 1.11.1. where we have your express consent to do so;
  - 1.11.2. where we need to consult with you or perform on the Services contract we are about to enter into or have entered into with you;
  - 1.11.3. where it is necessary for our legitimate interests (or those of a third party) and your interests and fundamental rights do not override those interests; and/or
  - 1.11.4. where we need to comply with a legal or regulatory obligation.
- 1.12. Purposes for which we will use your personal data:
  - 1.12.1. We have set out below, in a table format, a description of all the ways we plan to use your personal data, and which of the legal bases we rely on to do so. We have also identified what our legitimate interests are, where appropriate, and which exact External Third Parties your personal data is handed to for the same reasons.
  - 1.12.2. Note that we may process your personal data for more than one lawful ground depending on the specific purpose for which we are using your data. Please contact

us if you need details about the specific legal ground we are relying on to process your personal data where more than one ground has been set out in the table below.

PURPOSE / ACTIVITY	TYPE OF DATA	LAWFUL BASIS FOR PROCESSING INCLUDING BASIS OF LEGITIMATE INTEREST	SPECIFIC EXTERNAL THIRD PARTY TO WHOM THE INFORMATION IS PROVIDED (IF ANY)
To engage with you after you have contacted us requesting an engagement via the Website/Application or otherwise	(a) Identity (b) Contact (c) Marketing and Communications	(a) Express consent (b) Performance of a contract with you (c) Necessary for our legitimate interests (to keep our records updated and to study how engagees use our services, as well as to develop our services and grow our organisation)	<ul style="list-style-type: none"> <li>• Webflow, based in the USA</li> <li>• Google (Gsuite) based in the USA</li> <li>• Mailchimp, based in the USA</li> </ul>
To provide you with our Services as contracted (as a corporate client)	(a) Identity (b) Contact (c) Financial (d) Transaction (e) Marketing & Communications	(a) Performance of a contract with you (b) Express consent (c) Necessary to comply with a legal obligation (d) Necessary for our legitimate interests (to provide you with the Services you contracted to acquire from us, and to keep our records updated and to study how engagees use our Services)	<ul style="list-style-type: none"> <li>• Xero, based in New Zealand</li> <li>• Signnow, based in the USA</li> <li>• Mailchimp, based in the USA</li> <li>• Tableau, based in the USA</li> <li>• Retool, based in the USA</li> <li>• Google (Sheets, Gsuite, Gmail, Docs) based in the USA</li> <li>• Amazon Web Services based in USA</li> <li>• Strava based in UK</li> <li>• Garmin based in USA</li> <li>• Hubspot, based in USA</li> <li>• Sentry based in USA</li> <li>• Airtable, based in USA</li> <li>• Slack, based in USA</li> <li>• Notion, based in USA</li> </ul>
To provide you with our Services as contracted (as an Application user)	(a) Identity (b) Contact (c) Transaction (d) Marketing & Communications (e) Physical Activity	(a) Performance of a contract with you (b) Express consent	<ul style="list-style-type: none"> <li>• Strava, based in the UK</li> <li>• Garmin based in USA</li> <li>• Apple, based in the USA</li> <li>• Retool, based in the</li> </ul>

	(f) Account (g) Social Media (h) Reward Redemption		USA <ul style="list-style-type: none"> <li>• Google Analytics, based in the USA</li> <li>• Google Sheets, based in the USA</li> <li>• Tableau, based in the USA</li> <li>• Amazon Web Services, based in USA</li> <li>• SendGird, based in USA</li> <li>• Mailchimp, based in USA</li> <li>• Google Fit, based in USA</li> </ul>
To manage your Account (to manage your registration as a user of the Application Services)	(a) Identity (b) Contact (c) Account (d) Usage (e) Technical (f) Reward Redemption	(a) Performance of a contract with you (b) Express consent	<ul style="list-style-type: none"> <li>• Retool, based in the USA</li> <li>• Google Analytics, based in the USA</li> <li>• Google Sheets, based in the USA</li> <li>• Tableau, based in the USA</li> <li>• Amazon Web Services, based in USA</li> <li>• SendGird, based in USA</li> <li>• Mailchimp, based in USA</li> <li>• Monday.com based in USA</li> </ul>
To contract with you as a service provider to Strove	(a) Identity (b) Contact (c) Financial (d) Transaction (e) Marketing & Communications	(c) Performance of a contract with you (d) Express consent (e) Necessary to comply with a legal obligation (f) Necessary for our legitimate interests (to allow you to provide us with your services, and to keep our records updated and to study how we may use third-party services)	<ul style="list-style-type: none"> <li>• Apple, based in the USA</li> <li>• Strava, based in the UK</li> <li>• Garmin based in USA</li> <li>• Google, based in USA</li> </ul>
To process and service your payment for any services rendered by Strove or	(a) Identity (b) Contact (c) Financial (d) Transaction	(a) Performance of a contract with you (b) Necessary for our legitimate interests (to	<ul style="list-style-type: none"> <li>• Xero, based in New Zealand</li> </ul>

its service providers  To manage payments, fees and charges	(e) Account	make or receive necessary organisation payments) (c) Express consent	
To manage our relationship with you which may include notifying you about changes to our terms or Privacy Policy or Services	(a) Identity (b) Contact (c) Marketing and Communications (d) Account	(a) Performance of a contract with you (b) Necessary to comply with a legal obligation (c) Necessary for our legitimate interests (to keep our records updated and to study how engagees use our Services) (d) Express consent	<ul style="list-style-type: none"> <li>• Sendgrid, based in the USA</li> <li>• Mailchimp, based in the USA</li> </ul>
To administer and protect our organisation and our Website/Application (including troubleshooting, data analysis, testing, system maintenance, support, reporting and hosting of data)	(a) Identity (b) Contact (c) Technical (d) Usage	(a) Necessary for our legitimate interests (for running our organisation, provision of administration and IT services, network security, to prevent fraud and in the context of an organisation restructuring exercise) (b) Necessary to comply with a legal obligation (c) Express consent	<ul style="list-style-type: none"> <li>• Webflow, based in the USA</li> <li>• Amazon Web Services, based in the USA</li> <li>• Sentry based in the USA</li> <li>• Google Analytics, based in USA</li> <li>• Firebase, based in the USA</li> </ul>
To deliver relevant Website/Application content and services to you and measure or understand the effectiveness of the information we serve to you	(a) Identity (b) Contact (c) Usage (d) Marketing and Communications (e) Technical	(a) Necessary for our legitimate interests (to study how engagees use our services, to develop them, to grow our organisation and to inform our marketing strategy) (b) Express consent	<ul style="list-style-type: none"> <li>• Sendgrid, based in the USA</li> <li>• Mailchimp, based in the USA</li> <li>• Google Analytics, based in the USA</li> <li>• Firebase, based in the USA</li> </ul>
To use data analytics to improve our Website/Application, Services, engagee relationships and experiences	(a) Technical (b) Usage (c) Identity	(a) Necessary for our legitimate interests (to define types of engagees for our services, to keep our Website/Application updated and relevant, to develop our organisation and to inform our marketing strategy) (b) Express consent	<ul style="list-style-type: none"> <li>• Google Analytics, based in the USA</li> <li>• Firebase, based in the USA</li> </ul>
To provide you with direct and user-specific	(a) Identity (b) Contact (c) Technical	(a) Necessary for our legitimate interests (to develop our services	<ul style="list-style-type: none"> <li>• Mailchimp, based in the USA</li> <li>• Sendgrid, based in the</li> </ul>



marketing, make suggestions and recommendations to you about events or services that may be of interest to you	(d) Usage	and grow our organisation) (b) Express consent	USA
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### **1.12.3. Marketing**

- 1.12.3.1. We strive to provide you with choices regarding certain personal data uses, particularly around marketing and advertising. To manifest your rights attached to any marketing sent to you as an existing customer, please use the in-built prompts provided on those communications, or contact us.
- 1.12.3.2. You will receive marketing communications from us if you have requested information from us, have participated in any Strove service or event, or if you provided us with your details when registering for a promotion or event and, in each case, you have not opted-out of receiving that marketing.

### **1.12.4. Third-Party Marketing**

- 1.12.4.1. Whilst we may use your personal data within our Strove organisation group, we will get your express opt-in consent before we share your personal data publicly with any entity outside the Strove group of organisations for public purposes.

### **1.12.5. Opting-Out**

- 1.12.5.1. You can ask us or authorised third parties to stop sending you marketing messages at any time by contacting us or the relevant third party at any time and requesting us to cease or change your marketing preferences.
- 1.12.5.2. Where you opt-out of receiving these marketing messages, this opt-out will not apply to other personal data of yours which we process for another lawful basis.

### **1.12.6. Change of Purpose**

- 1.12.6.1. We will only use your personal data for the purposes for which we collected it, unless we reasonably consider that we need to use it for another reason and that reason is compatible with the original purpose. If you wish to get an explanation as to how the processing for the new purpose is compatible with the original purpose, please contact us.
- 1.12.6.2. If we need to use your personal data for an unrelated purpose, we will notify you and we will explain the legal basis which allows us to do so.
- 1.12.6.3. Please note that we may process your personal data without your knowledge or consent, in compliance with the above rules, where this is required or permitted by law.

## **Disclosures of your personal data**

1.13. We may have to share your personal data with the parties set out below for the purposes set out in the table above.

- 1.13.1. Internal Third Parties as set out in the Glossary;
- 1.13.2. External Third Parties as set out in the Glossary;

- 1.13.3. Specific third parties listed in the table above; and/or
  - 1.13.4. Third parties to whom we may choose to sell, transfer, or merge parts of our organisation or our assets. Alternatively, we may seek to acquire other organisations or merge with them. If a change happens to our organisation, then the new owners may use your personal data in the same way as set out in this Privacy Policy.
- 1.14. We require all third parties to respect the security of your personal data and to treat it in accordance with the law. We do not allow our third-party service providers to use your personal data for their own purposes and only permit them to process your personal data for specified purposes and in accordance with our instructions and standards.

Disclosures of employee user data with employers:

- 1.14.1. In further clarification to the data sharing explained in 1.8.1 above, there are two types of employee user data that we share with employer users:
  - 1.14.1.1. All data that is created by employee users on the Application. This includes Usage, Activity and Reward redemption data. All of this data is aggregated and anonymized though, so it is never made available to employers on an individual employee level.
  - 1.14.1.2. If an employee user elects to be on the leaderboard, then that employee's information with respect to points earned, distance covered etc (basically all of the different types of leaderboards) will be viewable on the company-wide leaderboards that are made available to both employees and the employer.

Disclosures of employee data by employers to Strove:

- 1.14.2. **Any employer user who provides Strove with their own employee's data for the purposes of their inclusion on the Application, explicitly warrants that they have the express and informed consent of each and every employee whose data they provide to Strove, to do so. Further, each such employer indemnifies Strove from any claims by an employee user and/or third-party for the Employer user's breach of this clause.**

**Express Cookies provision**

- 1.15. We use Cookies and similar tracking technologies to track the activity on our Application/Website and store certain information. Tracking technologies used are beacons, tags, and scripts to collect and track information and to improve and analyze the Services.
- 1.16. You can instruct your browser to refuse all Cookies or to indicate when a Cookie is being sent. However, if You do not accept Cookies, You may not be able to use some parts of our Service.
- 1.17. Cookies can be "Persistent" or "Session" Cookies. Persistent Cookies remain on your personal computer or mobile device when You go offline, while Session Cookies are deleted as soon as You close your web browser. Learn more about cookies: All About Cookies.
- 1.18. We use both session and persistent Cookies for the purposes set out below:

**Necessary / Essential Cookies**

- Type: Session Cookies
- Administered by: Us

- **Purpose:** These Cookies are essential to provide You with services available through the Website and to enable You to use some of its features. They help to authenticate users and prevent fraudulent use of user accounts. Without these Cookies, the services that You have asked for cannot be provided, and We only use these Cookies to provide You with those services.

#### **Cookies Policy / Notice Acceptance Cookies**

- Type: Persistent Cookies
- Administered by: Us
- **Purpose:** These Cookies identify if users have accepted the use of cookies on the Website.

#### **Functionality Cookies**

- Type: Persistent Cookies
- Administered by: Us
- **Purpose:** These Cookies allow us to remember choices You make when You use the Website, such as remembering your login details or language preference. The purpose of these Cookies is to provide You with a more personal experience and to avoid You having to re-enter your preferences every time You use the Website.

- 1.19. For more information about the cookies we use and your choices regarding cookies, please contact us.

#### **International transfers**

- 1.20. We share your personal data within the Strove group of organisations and affiliates, and this may involve transferring and processing your data outside of South Africa.
- 1.21. Whenever we transfer your personal data out of either territory, we ensure a similar degree of protection is afforded to it by ensuring at least one of the following safeguards is implemented:
- 1.21.1. We will only transfer your personal data to countries that have been deemed to provide an adequate level of protection for personal data by the Information Regulator's Office of South Africa; and/or
  - 1.21.2. Where we use certain service providers, we may use specific contracts/clauses approved by the Information Regulator's Office which give personal data the same protection it has in South Africa.
- 1.22. Please contact us if you want further information on the specific mechanism used by us when transferring your personal data out of South Africa.

#### **Data security**

- 1.23. We have put in place appropriate security measures to prevent your personal data from being accidentally lost, used or accessed in an unauthorised way, altered or disclosed. In addition, we limit access to your personal data to those employees, agents, contractors and other third parties who have a legitimate need to know. They will only process your personal data on our instructions, and they are subject to a duty of confidentiality.
- 1.24. We have put in place procedures to deal with any suspected personal data breach and will notify you and any applicable regulator of a breach where we are legally required to do so.

#### **Data retention**

- 1.25. We will only retain your personal data for as long as necessary to fulfil the purposes we collected it for, including for the purposes of satisfying any legal, accounting, or reporting requirements.

- 1.26. To determine the appropriate retention period for personal data, we consider the amount, nature, and sensitivity of the personal data, the potential risk of harm from unauthorised use or disclosure of your personal data, the purposes for which we process your personal data, any other South African applicable law requiring us to retain the data and whether we can achieve those purposes through other means, and the applicable legal requirements.
- 1.27. Details of retention periods for different aspects of your personal data are available from us by contacting us.
- 1.28. In some circumstances you can ask us to delete your data; see below for further information.
- 1.29. In some circumstances we may anonymise your personal data (so that it can no longer be associated with you) for research or statistical purposes in which case we may use this information indefinitely without further notice to you.

### **Your legal rights**

- 1.30. Under certain circumstances, you have rights under data protection laws in relation to your personal data where we are the relevant “Responsible Party” over such personal data. Please contact us to find out more about, or manifest, these rights:
  - 1.30.1. request access to your personal data;
  - 1.30.2. request correction of your personal data;
  - 1.30.3. request erasure of your personal data;
  - 1.30.4. object to the processing of your personal data;
  - 1.30.5. request a restriction of processing your personal data;
  - 1.30.6. request transfer of your personal data; and/or
  - 1.30.7. right to withdraw consent.
- 1.31. You will not have to pay a fee to access your personal data (or to exercise any of the other rights). However, we may charge a reasonable fee if your request is clearly unfounded, repetitive or excessive. Alternatively, we may refuse to comply with your request in these circumstances.
- 1.32. We may need to request specific information from you to help us confirm your identity and ensure your right to access your personal data (or to exercise any of your other rights). This is a security measure to ensure that personal data is not disclosed to any person who has no right to receive it. We may also contact you to ask you for further information in relation to your request to speed up our response.
- 1.33. We try to respond to all legitimate requests within one month. Occasionally it may take us longer than a month if your request is particularly complex or you have made a number of requests. In this case, we will notify you and keep you updated.

### **Glossary**

#### **1.34. Lawful Basis**

- 1.34.1. **Legitimate Interest** means the interest of our organisation in conducting and managing our organisation to enable us to give you the best service and the most secure experience. We make sure we consider and balance any potential impact on you (both positive and negative) and your rights before we process your personal data for our legitimate interests. We do not use your personal data for activities where our interests are overridden by the impact on you (unless we have your consent or are otherwise required or permitted to by law). You can obtain

further information about how we assess our legitimate interests against any potential impact on you in respect of specific activities by contacting us.

- 1.34.2. **Performance of Contract** means processing your data where it is necessary for the performance of a contract to which you are a party or to take steps at your request before entering into such a contract.
- 1.34.3. **Comply with a legal or regulatory obligation** means processing your personal data where it is necessary for compliance with a legal or regulatory obligation that we are subject to.
- 1.34.4. **Express consent** means the confirmed express consent you have provided to our processing of your personal data by actively accepting this Privacy Policy.

### 1.35. Third Parties

- 1.35.1. **Internal Third Parties** means other entities or parties in the Strove group acting as joint controllers or processors and who are based in South Africa and provide IT and system administration services and undertake reporting.
- 1.35.2. **External Third Parties** means:
  - 1.35.2.1. Authorised third-party service providers under contract with Strove who need your personal information in order to contact and transact with you pursuant to your use of the Services;
  - 1.35.2.2. specific third parties who have been identified in the table above;
  - 1.35.2.3. service providers acting as processors based in South Africa who provide IT and system administration services;
  - 1.35.2.4. South African or other national governments and/or their respective authorities pursuant to our adherence with anti-corruption and crime-fighting legislation; and/or
  - 1.35.2.5. professional advisers acting as processors or joint controllers including lawyers, bankers, auditors and insurers based in South Africa who provide consultancy, banking, legal, insurance and accounting services as required.

### Your legal rights

1.36. You have the right to:

- 1.36.1. **Request access** to your personal data (commonly known as a “data subject access request”). This enables you to receive a copy of the personal data we hold about you and to check that we are lawfully processing it.
- 1.36.2. **Request correction** of the personal data that we hold about you. This enables you to have any incomplete or inaccurate data we hold about you corrected, though we may need to verify the accuracy of the new data you provide to us.
- 1.36.3. **Request erasure** of your personal data. This enables you to ask us to delete or remove personal data where there is no valid reason for us continuing to process it. You also have the right to ask us to delete or remove your personal data where you have successfully exercised your right to object to processing (see below), where we may have processed your information unlawfully or where we are required to erase your personal data to comply with local law. **Note, however, that we may not always be able to comply with your request of erasure for specific legal reasons which will be communicated to you, if applicable, at the time of your request.**

- 1.36.4. **Object to processing** of your personal data where we are relying on a legitimate interest (or those of a third party) and there is something about your particular situation which makes you want to object to processing on this ground as you feel it impacts on your fundamental rights and freedoms. You also have the right to object where we are processing your personal data for direct marketing purposes. In some cases, we may demonstrate that we have compelling legitimate grounds to process your information which override your rights and freedoms.
- 1.36.5. **Request restriction of processing** of your personal data. This enables you to ask us to suspend the processing of your personal data in the following scenarios:
- 1.36.5.1. if you want us to establish the data's accuracy;
  - 1.36.5.2. where our use of the data is unlawful but you do not want us to erase it;
  - 1.36.5.3. where you need us to hold the data even if we no longer require it as you need it to establish, exercise or defend legal claims; or
  - 1.36.5.4. you have objected to our use of your data, but we need to verify whether we have overriding legitimate grounds to use it.
- 1.36.6. **Request the transfer** of your personal data to you or to a third party. We will provide to you, or a third party you have chosen, your personal data in a structured, commonly used, machine-readable format. Note that this right only applies to automated information which you initially provided consent for us to use or where we used the information to perform on a contract with you.
- 1.36.7. **Withdraw consent at any time** where we are relying on consent to process your personal data. However, this will not affect the lawfulness of any processing carried out before you withdraw your consent. If you withdraw your consent, we may not be able to provide certain Website/Application access or Services to you. We will advise you if this is the case at the time you withdraw your consent. **Please take note that regardless of your right to withdraw consent under POPI, other South African legislation applies and may require that we continue to process your data in order to comply with anti-corruption, crime-fighting and/or other national legislation, which you expressly understand and agree to.**