

Zimco Group (Pty) Ltd

A Guide to

ACCESSING OUR INFORMATION

Our Manual in terms of Section 51 of the
Promotion of Access to Information Act



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Preamble

The Promotion of Access to Information Act No. 2 of 2000, (“the Act”) came into operation on 23 November 2001. Section 51 of this Act requires that we as a private body compile a manual giving information to the public regarding the procedure to be followed in requesting information from us for the purpose of exercising or protecting rights.

Introduction to this private body

Zimco Group (Pty) Ltd manufactures and distributes a range of intermediate industrial products through its divisions as listed below:

Frys Metals – Recycler of scrap lead and plastic battery cases, producing lead alloys and plastic polymer.

Castle Lead – Manufacturer of lead products

Associated Additives - Manufacturer and suppliers of speciality chemicals

Zinchem – Manufacturer of zinc based chemicals and zinc alloys

Dutton Plastics – Manufacturer of plastic sanitaryware and plastic closures

Zimalco – Recycler of scrap aluminium into aluminium alloys and powder

Zimco is a wholly owned subsidiary of Eco-Bat Technologies Limited, a United Kingdom based company. Zimco has two active wholly owned subsidiaries in the name of Sondor Industries (Pty) Ltd and G & W Base Industrial Minerals (Pty) Ltd .

We as a private body have compiled this manual, not only to comply with the provisions of the Act, but also to foster a culture of transparency and accountability in our environment and to ensure that members of the public have effective access to information in our possession which will assist them in the exercise and protection of their rights.

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

A copy of this manual will shortly be available on our website: www.zimco.co.za.

Section A – Our details

Full Name : Zimco Group (Pty) Ltd

Registration Number : 1947/025245/07

Registered Address : Cnr Tedstone and Osborn Roads
Wadeville
1428

Postal Address : P.O. Box 519
Germiston
1400

Telephone Number : (011) 827 5413

Fax Number : (011) 824 4865

Designated Head of Body : Mr Peter Cutler
Position of Designated Head of Body : Group Finance Manager

Email Address of Information Officer : peterc@frys.co.za

Website : www.zimco.co.za

Section B – The official guide

Section 10 of the Act requires the South African Human Rights Commission (SAHRC) to publish a Guide containing information reasonably required by a person wishing to exercise or protect any right in terms of this Act.

The Guide will contain the following information:

1. The objects of the Act;
2. Particulars of the information officer of every public body;
3. Particulars of every private body as are practicable;
4. The manner and form of a request for access to information held by a body;
5. Assistance available from both the information officers and the Human Rights Commission in terms of this Act;
6. All remedies in law regarding acts, omissions, rights and duties, including how to lodge an internal appeal and a court application;
7. Schedules of fees to be paid in relation to requests for access to information;
8. Regulations made in terms of the Act.

Copies of this Guide will be available as soon as it is published by the SAHRC. Enquiries regarding the Guide can be addressed to the SAHRC, the contact details of which are as follows:

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

Telephone: (011) 484-8300

Fax: (011) 484-0582

Website: www.sahrc.org.za

E-mail: PAIA@sahrc.org.za

Section C – Information available in terms of the Act

1. Categories of information

We hold the following categories of information:

(a) STATUTORY COMPANY INFORMATION

- (i) Certificate of Incorporation;
- (ii) Certificate of Change of Name:
Change of name from Zimco Industries Ltd to Zimco Group (Pty) Ltd.
- (iii) Memorandum and Articles of Association;
- (iv) Certificate to Commence Business;
- (v) Minute Book, CM25 and CM26, as well as Resolutions passed at general meetings:
Board of Directors Meetings; Management Meetings; Staff Meetings.
- (vi) Register of Members;
- (vii) Register of Fixed Assets;
- (viii) Register of Directors and Certain Officers;
- (ix) Annual Financial Statements including:
Annual accounts; Directors' reports; Auditors' report.
- (x) Books of Account regarding information required by the Companies Act, 1973;
- (xi) Supporting schedules to books of account and ancillary books of account;
- (xii) Written Policies and Business Plans;
- (xiii) Company Profile, Vision, Mission, Business Plans and Strategies and Action Plans.

(b) ACCOUNTING RECORDS

- (i) Books of Account including journals and ledgers;
- (ii) Delivery notes, orders, invoices, statements, receipts, credit notes, goods returned notes;
- (iii) Annual Financial Statements.

(c) STATUTORY EMPLOYEE RECORDS

- (i) Number of Employees;
- (ii) Employees' names and occupations;
- (iii) Identification Records;
- (iv) Time worked by each employee;

- Payslips.
- (v) Remuneration paid to each employee;
 - (vi) Date of birth of each employee;
 - (vii) Attendance register;
 - (viii) Leave records;
 - (ix) Employment equity plan;
 - (x) Salary register and increase records;
 - (xi) Industrial training register and records;
 - (xii) Skills and development plan;
 - (xiii) Disciplinary records;
 - (xiv) Staff records (after date of employment ceases).

(d) OTHER EMPLOYEE RECORDS

- (i) Employee contracts;
- (ii) Incentive schemes and performance management records;
- (iii) Staff loan schemes;
- (iv) Study assistance schemes;
- (v) Educational records;
- (vi) Maternity leave policy;
- (vii) Relocation policy;
- (viii) Housing scheme;
- (ix) Disability scheme;
- (x) Funeral insurance scheme;
- (xi) Group personal accident;
- (xii) Group life;
- (xiii) Micro loan scheme;
- (xiv) MERSETA Records;
- (xv) Code of conduct.

(e) PENSION AND RETIREMENT FUNDING RECORDS

- (i) Pension Fund Rules;
- (ii) Pension Fund account records;
- (iii) Minutes of Meetings of trustees and members;
- (iv) Actuarial Valuation Reports;
- (v) Contribution Reports;

(vi) Annual accounts.

(f) ENVIRONMENTAL HEALTH AND SAFETY

(i) Safety manuals;

(ii) Records of Incidents and corrective action;

(iii) Records held in terms of the Occupational Health & Safety Act:

Minutes of Safety Meetings; IOD Registers; Hoisting / Lifting Equipment Registers; Machine Inspection Reports; Incident / Accident Investigations.

(iv) Quality control records;

(v) Noise exposure records;

(vi) Water quality monitoring programme records;

(vii) Records of assessments and tests in respect of hazardous chemicals and substances;

(viii) Records of assessment and air monitoring and asbestos inventory;

(ix) Safety management systems, data and audits;

(x) Permits, licences, approvals and registrations for operations of sites and business;

(xi) Emergency response plans;

(xii) Environmental impact assessments;

(xiii) Environmental management programmes and systems;

(xiv) Details of solid waste discharges;

(xv) Details of air emission discharges.

(g) FIXED PROPERTY

(i) Title Deeds;

(ii) Leases;

(iii) Building plans.

(h) MOVABLE PROPERTY

(i) Asset register;

(ii) Finance and Lease Agreements;

(iii) Notarial Bonds.

(i) INTELLECTUAL PROPERTY

(i) Patents, patent applications and inventions;

(ii) Trademarks, trade names and protected names.

(j) AGREEMENTS AND CONTRACTS

- (i) Material agreements concerning provision of services or materials;
- (ii) Joint venture agreements, co-marketing, co-promotion or other alliance agreements;
 - (iii) Acquisition or disposal documentation;
 - (iv) Agreements with contractors and suppliers;
 - (v) Agreements with customers;
 - (vi) Warranty agreements;
 - (vii) Sale agreements;
 - (viii) Distributor, dealer or agency agreements;
 - (ix) Restraint agreements;
 - (x) Purchase or lease agreements.

(k) TAXATION

- (i) Copies of all Income Tax Returns and other tax returns and documents:
VAT Records; PAYE Records; UIF Records.

(l) INSURANCE

- (i) Insurance policies;
- (ii) Claim records;
- (iii) Details of insurance coverages, limits and insurers.

(m) INFORMATION TECHNOLOGY

- (i) Hardware;
- (ii) Operating Systems;
- (iii) Telephone Exchange Equipment;
- (iv) Telephone Lines, Leased Lines and Data Lines;
- (v) LAN Installations;
- (vi) Software Packages;
- (vii) Disaster Recovery;
- (viii) Internal Systems Support and Programming / Development;
- (ix) Management Report Database;
- (x) Capacity and Utilization of Current Systems;

- (xi) Development or Investment Plans;
- (xii) Agreements;
- (xiii) Licenses;
- (xiv) Inter-company e-mails;
- (xv) Internet connectivity reports;
- (xvi) Audits.

(n) CUSTOMER DETAILS:

- (i) Customer database;
- (ii) Application forms:

Credit Application Forms, Suretyship and Guarantees where applicable.

- (iii) Customer correspondence;
- (iv) Customer documentation:

Invoices; Monthly Statements; Proof of Delivery; Good Received Vouchers; Credit Notes.

- (v) Sales records;
- (vi) Marketing call reports;
- (vii) Production Records;
- (viii) Records of scheduling and supply of goods;
- (ix) Current and previous price lists;
- (x) Customer complaints and assessments;
- (xi) Costing records;
- (xii) Research and development records.

(o) SALES AND MARKETING

- (i) Products and Product Data Sheets;
- (ii) Markets;
- (iii) Customers;
- (iv) Brochures and Advertising Materials;
- (v) Sales;
- (vi) Public Relations Policies and Procedures;
- (vii) Domestic and Export Orders.

2. Procedure for requesting access to the above information

If you wish to request access to any of the above categories of information, you are required to complete a request form as set out in annexure “A” hereto. These forms are available from:

- our information officer (whose contact details are in section A of this manual);
- the SAHRC website (www.sahrc.org.za)
- the Department of Justice and Constitutional Development website (www.doj.gov.za).

There is a prescribed fee (payable in advance) for requesting and accessing information in terms of the Act. Details of these fees are contained in the request form.

You may also be called upon to pay the additional fees prescribed by regulation for searching for and compiling the information which you have requested, including copying charges.

It is important to note that access is not automatic – you must identify the right you are seeking to exercise or protect and explain why the record you request is required for the exercise or protection of that right. You will be notified in the manner indicated by you on the request form whether your request has been approved.

Section D – Information available in terms of other legislation

Where applicable to our operations, information is also available in terms of certain provisions of the following statutes:

- Atmospheric Pollution Prevention Act No. 45 of 1965
- Advertising on Road and Ribbon Development Act No. 21 of 1940
- Basic Conditions of Employment Act No. 75 of 1997
- Companies Act No. 61 of 1973
- Compensation for Occupational Injuries and Diseases Act No. 130 of 1993
- Competition Act No. 89 of 1998
- Constitution Of The Republic Of South Africa 108 of 1996
- Consumer Affairs (Unfair Business Practices Act) 71 of 1988
- Credit Agreements Act No. 75 of 1980
- Currency And Exchanges Act 9 of 1933
- Customs and Excise Act No 91 of 1964
- Employment Equity Act No. 55 of 1998
 - Environmental Conservation Act No. 73 of 1989
- Fertilizers, Farm Feeds, Agricultural Remedies and Stock Remedies Act 36 of 1947
- Hazadous Substances Act 15 of 1973
- Health Act 63 of 1977
- Income Tax Act No. 58 of 1962
- Insolvency Act No. 24 of 1936
- Labour Relations Act No. 66 of 1995
- Machinery and Occupational Safety Act No. 6 of 1983
- National Environmental Management Act No. 107 of 1998
 - National Water Act 36 of 1998
- National Road Traffic Act 93 of 1996
- Occupational Health and Safety Act No. 85 of 1993
- Pension Funds Act 24 of 1956
- Prevention of Organised Crime Act No. 121 of 1998
- Regional Services Council Act 109 of 1985
 - South African Road Agency Limited and National Roads Act 7 of 1998
- Skills Development Act 97 of 1998
- Skills Development Levies Act 9 of 1999
- Stamp Duties Act No. 77 of 1968
 - Tobacco Products Control act 83 of 1993
- Promotion of Access to Information Act 2 of 2000
- Protected Disclosures Act 26 of 2000

- Road Transportation Act 74 of 1977
- Transfer Duty Act No. 40 of 1949
- Unemployment Insurance Act No. 63 of 2001
- Unemployment Insurance Contribution Act 4 of 2002
- Value-added Tax Act No. 89 of 1991

Section E – Information automatically available

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

Request forms for these categories of information are also available from our information officer, whose contact details appear in section A of this manual.

1. Product Information Leaflets.
2. Brochures.
3. Product Data Sheets.

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:.....

.....

.....

..... Fax number:.....

Telephone 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:.....

D. Particulars of record

- (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:.....
.....
.....

E. 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.*
- (d) *If you qualify for exemption of the payment of any fee, please state the reason for exemption.*

Reason for exemption from payment of fees:.....
.....
.....

F. Form of access to record

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 hereunder, state your disability and indicate in which form the record is required.

Disability:.....
.....
.....

Form in which record is required:.....
.....
.....

Mark the appropriate box with an **X**.

NOTES:

- (a) Compliance with your request in the specified form may depend on the form in which the record is available.
- (b) Access in the form requested may be refused in certain circumstances. In 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:

<input type="checkbox"/> copy of record*	<input type="checkbox"/> inspection of record
--	---

2. If record consists of visual images

(this includes photographs, slides, video recordings, computer-generated images, sketches, etc.):

<input type="checkbox"/> view the images	<input type="checkbox"/> copy of the images*	<input type="checkbox"/> transcription of the images*
--	--	---

3. If record consists of recorded words or information which can be reproduced in sound:

<input type="checkbox"/> listen to the soundtrack (audio cassette)	<input type="checkbox"/> transcription of soundtrack* (written or printed document)
--	---

4. If record is held on computer or in an electronic or machine-readable form:

<input type="checkbox"/> printed copy of record*	<input type="checkbox"/> printed copy of information derived from the record*	<input type="checkbox"/> 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
---	-----	----

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

H. 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 of.....20.....

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

ANNEXURE “B”

AN EXPLANATORY NOTE ON FEES TO BE CHARGED BY A PRIVATE BODY WHEN GRANTING A REQUEST FOR ACCESS TO INFORMATION IN TERMS OF THE PROMOTION OF ACCESS TO INFORMATION ACT, 2000.

The fees chargeable by private bodies are contained in Part III of Annexure “A” of the Regulations. A copy of Part III is attached for your convenience. The present charges are as follows:

1. Copies of a manual

Should an individual require a copy of the private body’s manual, a fee of R1,10 is chargeable for every photocopy of an A4 page or part thereof.

2. Reproduction fees¹

Reproduction fees apply to obtaining copies or transcriptions of information which is automatically available from the private body. The fees are listed in paragraph 2 of Part III of Annexure “A” to the Regulations.

3. Access fees²

Access fees are chargeable for copies or transcriptions of information requested under this Act. The fees are listed in paragraph 4 of Part III of Annexure “A” to the Regulations.

4. Other fees

- 4.1 A request fee³ of R50,00 is payable by a requester who is seeking access to a record containing information which is not personal to the requester. See paragraph 6 of Part 1 of this Work.
- 4.2 A search fee⁴ may be charged at a rate of R30,00 per hour or part thereof for searching and preparing the record for disclosure provided such time was reasonably required for that purpose.
- 4.3 If the request is not limited to records containing information which is personal to the requester and if the head of the private body is of the opinion that the time taken to give effect to the request will exceed six hours the requester can be called upon to pay a deposit of not more than one third of an estimate of the access fee which will become payable.⁵
- 4.4 If a copy of a record is posted to a requester, the requester is obliged to pay the actual postage payable.

¹ Section 52(3) and Regulation 1(1).

² Section 54(7) and Regulation 11(3).

³ Section 54(1) and Regulation 11(2).

⁴ Annexure “A”, Part III, Item 4(1)(f).

⁵ Section 54(2).

PART III
FEES IN RESPECT OF PRIVATE BODIES

1. The fee for a copy of the manual as contemplated in regulation 9 (2) (c) is R1,10 for every photocopy of an A4-size page or part thereof.

2. The fees for reproduction referred to in regulation 11 (1) are as follows:

	R
(a) For every photocopy of an A4-size page or part thereof.....	1,10
(b) For every printed copy of an A4-size page or part thereof held on a computer or in electronic or machine-readable form.....	0,75
(c) For a copy in a computer-readable form on—	
(i) stiffy disc.....	7,50
(ii) compact disc.....	70,00
(d) (i) For a transcription of visual images, for an A4-size page or part thereof.....	40,00
(ii) For a copy of visual images.....	60,00
(e) (i) For a transcription of an audio record, for an A4-size page or part thereof.....	20,00
(ii) For a copy of an audio record.....	30,00

3. The request fee payable by a requester, other than a personal requester, referred to in regulation 11 (2) is R50,00.

4. The access fees payable by a requester referred to in regulation 11 (3) are as follows:

	R
(1) (a) For every photocopy of an A4-size page or part thereof.....	1,10
(b) For every printed copy of an A4-size page or part thereof held on a computer or in electronic or machine-readable form.....	0,75
(c) For a copy in a computer-readable form on—	
(i) stiffy disc.....	7,50
(ii) compact disc.....	70,00
(d) (i) For a transcription of visual images, for an A4-size page or part thereof.....	40,00
(ii) For a copy of visual images.....	60,00
(e) (i) For a transcription of an audio record, for an A4-size page or part thereof.....	20,00
(ii) For a copy of an audio record.....	30,00
(f) To search for and prepare the record for disclosure, R30,00 for each hour or part of an hour reasonably required for such search and preparation.	

(2) For purposes of section 54 (2) of the Act, the following applies:

- (a) Six hours as the hours to be exceeded before a deposit is payable; and
- (b) one third of the access fee is payable as a deposit by the requester.

(3) The actual postage is payable when a copy of a record must be posted to a requester.