



## **Privacy Notice & Your Privacy Rights**

Devenco collects information through our website, other interactive properties, as well as the day-to-day, in-person operations through which the services are delivered. We are committed to protecting the personal information we collect about you, and we take reasonable precautions to safeguard its confidentiality. This Privacy Notice describes the categories of information we collect, the purpose of such collection, the sources of information collection, and the categories of third parties we share information with. For a more details regarding your personal information please review our [detailed Privacy Notice](#).

### **Personal information we collect:**

We collect information when you engage with certain parts of the Services. We collect the following categories of personal information:

- Name and contact information (e.g. address; phone number; email, fax);
- Personal information (e.g. date of birth, marital status, birth place, race, gender, preferred language);
- Professional or employment related information or educational information;
- Health information;
- Geographic or location information;
- Internet or network activities of users engaging with publicly available technology;
- National identification number, employee number, passport number, government identification, driving license, automotive information;
- Information for payment processing (e.g. credit card, bank account, billing contact information);
- Audio/video information and other visual images of you;
- Information (or documents) that business and individuals share
- Other information that may be exchanged in the course of engaging with the Services or to process privacy requests. You will be aware of any subsequently collected information because it will come directly from you.

### **Purpose(s) of information collection:**

The information we collect may be used for several purposes including:

- To Aid in Research
- To Keep Track of Drivers

- To Administer Service to you
- To Comply With Legal Requirements
- To Have Photo ID Cards Printed
- To Process Traffic Fines
- To Make Payments
- To Answer Questions or Address Requests
- To Create User Accounts
- To Process Payroll
- To Provide Sales and Support
- To Aid in Behavioral Analysis
- To Create Gate Tags
- To Communicate Company Policy Information
- To Create Employee Access Card
- To Enforce Policies, Terms, and Conditions
- To Register End Users for Microsoft Online Services
- To Communicate Marketing and Sales Promotions
- To Improve Visitor Engagement
- To Track and Monitor Website Usage
- To Improve Website Performance
- To Evaluate Suitable Candidates for Jobs

#### **Sources(s) of information we collect:**

Our primary source of information collection is directly from you such as:

- Your use of tablets, mobile devices, automotive sensors, medical devices, laptops or desktop;
- Provided as an employee when you onboard or as an applicant;
- Provided by you as driver or user;
- Filled into a register; or
- Provided by you as vendor or customer.

In addition, we may collect certain personal or non-personal information using other sources, including:

- Our own cookies on our website;
- 3rd party cookies on our website;
- Social media networks;
- Phone calls or text messages;
- 3rd party software, mobile apps or web applications.

#### **Categories of third parties we share information with**

We may share information we collect with the following categories of 3rd parties:

- Third-party vendors or service providers providing crucial services and necessary to provide the Service;
- Business partners, contractors, channel partners, or other affiliated entities;
- Government agencies or other parties in response to legal process or other requests, where permitted by law.

## Your Privacy Rights:

The detailed Privacy Notice provides more information regarding your rights, but, as a resident of South Africa, you have certain rights regarding your personal information, which can be exercised as described in the **detailed Privacy Notice**. Those rights include the right:

- to know whether your personal information is collected or processed by us;
- to access the specific pieces of personal information collected about you, including a record of all third parties or categories of third parties having access to your personal information;
- to correct or rectify personal information collected about you, and/or delete specific pieces of personal information;
- to delete all the personal information collected about you, subject to certain exceptions;
- to opt-in or opt-out of direct marketing to you;
- to object to processing of your personal information;
- to appeal any rejection of access to your personal information;
- to submit a complaint to the data protection regulator.

## Contact Us/Responsible Party under the POPI Act

If you have any questions in relation to this policy or how we collect, use, store, or share your data, you can contact us, the Responsible Party under the POPI Act at:

Tel: 087 152 0888  
Email: [stuart@devmco.co.za](mailto:stuart@devmco.co.za)  
Address: Devmco Offices, Ground Floor  
FMI House, Ocean Dune  
2 Heleza Boulevard  
Sibaya, 4320

## [Website Privacy Notice - Detailed](#)

Devmco services, including (without limitation) our website and other interactive properties through which the services are delivered (collectively, the “Service”) are owned, operated and distributed by Devmco (referred to in this Privacy Notice as “Devmco” or “we” and through similar words such as “us,” “our,” etc.). This Privacy Notice outlines the personal information that Devmco may collect, how Devmco uses and safeguards that information, and with whom we may share it.

**THIS SERVICE IS OFFERED FROM THE Republic of South Africa, IN PARTICULAR, IT IS NOT INTENDED FOR USE IN THE EUROPEAN UNION (“EU”).** For individuals located outside the Republic of South Africa, please note that Devmco is a Republic of South Africa based company. If you use the Service, all information, including personal information, will be transferred to Devmco in Republic of South Africa and used as described in this Notice

Devmco encourages our customers, visitors, business associates, and other interested parties to read this Privacy Notice, which applies to all users. By using our Service or submitting personal information to Devmco by any other means, you acknowledge that you understand and agree to be bound by this Privacy Notice, and agree that Devmco may collect, process, transfer, use, and disclose your personal information as described in this Notice. Further, by accessing any part of the Service, you are agreeing to THE TERMS AND CONDITIONS OF OUR TERMS OF SERVICE (the “Terms of Service”). IF YOU DO NOT AGREE WITH ANY PART OF THIS PRIVACY NOTICE OR OUR TERMS OF SERVICE, PLEASE DO NOT USE ANY OF THE SERVICES.

## **What personal information do we collect about you?**

Personal information (also commonly known as personally identifiable information (PII) or personal data) is information that can be used to identify you, or any other individual to whom the information may relate.

The personal information that we collect directly from those registering for the Service, includes the following categories:

- Name and contact information (e.g. address; phone number; email, fax);
- Personal information (e.g. date of birth, marital status, birth place, race, gender, preferred language);
- Professional or employment related information or educational information;
- Health information;
- Geographic or location information;
- Internet or network activities of users engaging with publicly available technology;
- National identification number, employee number, passport number, government identification, driving license, automotive information;
- Information for payment processing (e.g. credit card, bank account, billing contact information);
- Information (or documents) that business and individuals share
- Other information that may be exchanged in the course of engaging with the Services or to process privacy requests. You will be aware of any subsequently collected information because it will come directly from you.

## **Collection of User Generated Content**

We may invite you to post content on the Service, including your comments and any other information that you would like to be available on the Service, which may become public (“User Generated Content”). If you post User Generated Content, all of the information that you post will be available to authorized personnel of Devmco. You expressly acknowledge and agree that we may access in real-time, record and store archives of any User Generated Content on our servers to make use of them in connection with the Service. If you submit a review, recommendation, endorsement, or other User Generated Content through the Service, or through other websites including Facebook, Instagram, Google, Yelp, and other similar channels, we may share that review, recommendation, endorsement or content publicly on the Service.

## **What are the sources of personal information collected by Devmco?**

When providing personal information to Devmco as described in this Notice, that personal information is collected directly from you, and you will know the precise personal information being collected by us. Devmco does not collect personal information from any other sources, except where it may automatically be collected as described in the section titled “Cookies, Device Data, and How it is Used, if the information in that section is considered personal information.

## **Why does Devmco collect your personal information?**

Subject to the terms of this Privacy Notice, Devmco uses the above-described categories of personal information in several ways. Unless otherwise stated specifically, the above information may be used for any of the following purposes:

- To Administer Service to you
- To Comply with HSA Requirements
- To Make Payments
- To Answer Questions or Address Requests
- To Create User Accounts
- To Process Payroll
- To Communicate Company Policy Information
- To Create Employee Access Accounts
- To Enforce Policies, Terms, and Conditions
- To Communicate Marketing and Sales Promotions. Please note that you may “opt out” of receiving these marketing and sales promotion materials.
- To Improve Visitor Engagement
- To Track and Monitor Website Usage
- To Improve Website Performance
- To Evaluate Suitable Candidates for Jobs
- In other manners after subsequent notice is provided to you and/or your consent is obtained, if necessary.

Devmco does not sell, re-sell, or distribute for re-sale your personal information.

## **How do we share your Personal Information with third parties?**

If you agree to this in writing, we may provide any of the described categories of personal information to Devmco employees, consultants, affiliates or other businesses or persons for the purpose of processing such information on our behalf in order to provide the Service to you. In such circumstances, we require that these parties agree to protect the confidentiality of such information consistent with the terms of this Privacy Notice.

We will not share your personal information with other, third-party companies for their commercial or marketing use without your consent or except as part of a specific program or feature which you will specifically be able to opt-out of.

In addition, we may release personal information: (i) to the extent we have a good-faith belief that such action is necessary to comply with any applicable law; (ii) to enforce any provision of the Terms of Service , protect ourselves against any liability, defend ourselves against any claims, protect the rights, property and personal safety of any user, or protect the public welfare; (iii) when disclosure is required to maintain the security and integrity of the Service, or to protect any user’s security or the security of other persons, consistent with applicable laws

(iv) to respond to a court order, subpoena, search warrant, or other legal process, to the extent permitted and as restricted by law; or (v) in the event that we go through a business transition, such as a merger, divestiture, acquisition, liquidation or sale of all or a portion of our assets.

## **Direct Marketing Communications**

We may communicate with you using email, SMS, and other channels (sometimes through automated means) as part of our effort to market our products or services, administer or improve our products or services, or for other reasons stated in this Privacy Notice. You have an opportunity to withdraw consent to receive such direct marketing communications, as permitted by law.

If you no longer wish to receive correspondence, emails, or other communications from us, you may opt-out by using the UNSUBSCRIBE link in any email communication you may have received. Further, you may express your communication preferences by:

- Noting your preferences at the time you register your account with the Site [or our mobile application];
- Logging into your account settings and updating your preferences;
- Contacting us using the contact information provided below

Please note that you may continue to receive non-marketing communications as may be required to maintain your relationship with Devmco.

In addition to the communication described here, you may receive third-party marketing communications from providers we have engaged to market or promote our products and services. These third-party providers may be using communications lists they have acquired on their own, and you may have opted-in to those lists through other channels. If you no longer wish to receive emails, SMSs, or other communications from such third parties, you may need to contact that third party directly.

## **Retention of Data**

Devmco will retain your personal information only for as long as is necessary for the purposes set out in this Notice. We will retain and use personal information to the extent necessary to comply with our legal obligations (for example, if we are required to retain your data to comply with applicable laws), resolve disputes and enforce our legal agreements and policies.

Devmco will also retain usage data for internal analysis purposes. Usage data is generally retained for a shorter period of time, except when this data is used to strengthen the security or to improve the functionality of our Sites and/or Portals, or we are legally obligated to retain this data for longer periods.

## **Cookies, Device Data, and How it is Used**

When you use our Service, we may record unique identifiers associated with your device (such as the device ID and IP address), your activity within the Service, and your network location. Devmco uses aggregated information (such as anonymous user usage information, cookies, IP addresses, browser type, clickstream information, etc.) to improve the quality and design of the Service and to create new features, promotions, functionality, and services by storing, tracking, and analyzing user preferences and trends. Specifically, we may automatically collect the

following information about your use of Service through cookies, web beacons, and other technologies:

- domain name
- browser type and operating system
- web pages you view
- links you click
- IP address
- the length of time you visit the Sites, Portals, and/or Services
- the referring URL or the webpage that led you to the Sites

We may also collect information regarding application-level events, such as crashes, and associate that temporarily with your account to provide customer service. In some circumstances, we may combine this information with personal information collected from you (and third-party service providers may do so on behalf of us).

In addition, we may use "cookies," clear gifs, and log file information that help us determine the type of content and pages to which you link, the length of time you spend at any particular area of the Service, and the portion of the Service you choose to use. A cookie is a small text file that is sent by a website to your computer or mobile device where it is stored by your web browser. A cookie contains limited information, usually a unique identifier and the name of the site. Your browser has options to accept, reject or provide you with notice when a cookie is sent. Our cookies can only be read by Devmco; they do not execute any code or virus; and **they do not contain any personal information**. Cookies allow Devmco to serve you better and more efficiently, and to personalize your experience with the Service. We may use cookies for many purposes, including (without limitation) to save your password so you don't have to re-enter it each time you visit the Service, and to deliver content (which may include third party advertisements) specific to your interests.

We may use third party service providers to help us analyze certain online activities. For example, these service providers may help us measure the performance of our online campaigns or analyze visitor activity on the Service. We may permit these service providers to use cookies and other technologies to perform these services for Devmco. We do not share any personal information about our customers with these third-party service providers, and these service providers do not collect such personal information on our behalf. Our third-party service providers are required to comply fully with this Privacy Notice.

## **International Data Transfer**

For individuals located outside the Republic of South Africa, in particular in Switzerland, the United Kingdom and the European Economic Area (EEA), please note that Devmco is a South African based company. Devmco does not market to or solicit customers from outside the Republic of South Africa, therefore, users of the Service should not expect to avail themselves of the rights provided under the EU's General Data Protection Regulation ("GDPR"). If you use the Service, all information, including personal information, will be transferred to Devmco in the Republic of South Africa. By using the Service, you unambiguously consent to the transfer of your personal information and other information to the Republic of South Africa and elsewhere for the purposes and uses described in this Notice. Further, you acknowledge that Devmco is not subject to the GDPR or similar international privacy laws, and, therefore, you will be unable to claim the privacy rights provided in those laws.

We may use third party service providers to help us deliver certain services, and it may result in the processing of personal information in data centers and locations outside of the Republic of South Africa. For example, these service providers may provide us with essential information technology or tools we use to run our business. We may permit these service providers to process our business information and/or your personal information. We do not permit these service providers to process any personal information outside of a contract, and these service providers may collect personal information on our behalf. Our third-party service providers are required to comply fully with this Privacy Notice.

## **South African Privacy Rights**

If you are a South African resident, South Africa law may provide you with certain rights with regard to your personal information under the Protection of Personal Information Act (“POPIA”) and Promotion of Access to Information Act (“PAIA”).as well the Consumer Protection Act Throughout this Privacy Notice you will find information required by POPIA regarding the categories of personal information collected from you; the purposes for which we use personal information, and the categories of third parties your data may be shared with. This information is current as of the date of the Notice and is applicable in the 12 months preceding the effective date of the Notice.

As a South African resident, the POPIA and PAIA provide you the ability to make inquiries regarding to your personal information. Specifically, the degree to which the information is not already provided in this Privacy Notice, you have the right to request disclosure or action your personal information, including:

- If your personal information is collected by us.
- The specific pieces of personal information collected about you.
- The ability to correct or delete certain personal information collected about you.
- The ability to delete all the personal information collected about you, subject to certain exceptions.
- To opt-in or opt-out of direct marketing to you.
- To object to processing of your personal information, or
- Appeal any rejection of access to your personal information

You may submit a request regarding your rights under POPIA or PAIA by submitting a request through the following form contact information:

- Phone:
- Email:

If we receive a POPIA request from you, we will first make a determination regarding the applicability of the law, and we will then take steps to verify your identity prior to responding. The steps to verify your identity may vary based on our relationship with you, but, at a minimum, it will take the form of confirming and matching the information submitted in the request with information already held by Devmco and/or contacting you through previously used channels to confirm that you submitted the request (i.e. confirming identity through contact information that we have on file, and/or the contact information submitted to make the request).

The Devmco does not knowingly collect or process the special personal information such as your religious or philosophical beliefs, race or ethnic origins, trade union memberships, political persuasion, health or sex life, or your criminal behavior or biometric information.

If you have a comment, question, or complaint about how we are processing your personal information, we hope that you contact us at 087 152 0888 in order to allow us to resolve the matter. In addition, if you are located in the Republic of South Africa, you may submit a complaint regarding the processing of your personal information to the Information Regulator at the following link: <https://www.justice.gov.za/infoereg/contact.html>.

### **Third Party Advertisers**

We may allow other companies, called third-party ad servers or ad networks, to serve advertisements within the Service. These third-party ad servers or ad networks use technology to send, directly to your device, the advertisements and links that appear on the Service. They automatically receive your device ID and IP address when this happens. They may also use other technologies (such as cookies, JavaScript, or Web Beacons) to measure the effectiveness of their advertisements and to personalize the advertising content you see. You should consult the respective privacy policies of these third-party ad servers or ad networks for more information on their practices and for instructions on how to opt-out of certain practices. This Privacy Notice does not apply to them, and we cannot control their activities.

### **Information Storage and Security**

We employ industry-standard and/or generally accepted security measures designed to secure the integrity and confidentiality of all information submitted through the Service. However, the security of information transmitted through the internet or via a mobile device can never be guaranteed. We are not responsible for any interception or interruption of any communications through the internet or for changes to or losses of data.

Users of the Service are responsible for maintaining the security of any password, user ID or other form of authentication involved in obtaining access to password protected or secure areas of the Service. In order to protect you and your information, we may suspend your use of any of the Service, without notice, pending an investigation, if any breach of security is suspected.

### **External Links**

The Service may contain links to other websites maintained by third parties. Please be aware that we exercise no control over linked sites and Devmco is not responsible for the privacy practices or the content of such sites. Each linked site maintains its own independent privacy and data collection policies and procedures, and you are encouraged to view the privacy policies of these other sites before providing any personal information.

You hereby acknowledge and agree that Devmco is not responsible for the privacy practices, data collection policies and procedures, or the content of such third-party sites, and you hereby release Devmco from any and all claims arising out of or related to the privacy practices, data collection policies and procedures, and/or the content of such third-party sites.

### **Children's Privacy**

The Service is not intended for children under the age of 18, and Devmco does not knowingly collect the personal information of children under the age of 18.

## **Changes to this Privacy Notice**

Devmco reserves the right to modify this Privacy Notice from time to time in order that it accurately reflects the regulatory environment and our data collection principles. When material changes are made to this Privacy Notice, Devmco will post the revised Notice on our website. This Privacy Notice was last modified as of 19/11/2021.

## **Contact Us**

If you have any questions or comments about this Privacy Notice or the Service provided by Devmco, please contact us at:

PO Box 6286  
Zimbali  
4418

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