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3rd October 2024

To Whom It May Concern

Subject: GLOVent Solutions POPI Act and PAIA Compliance Status

This letter is to confirm that GLOVent Solutions is a client of IACT-Africa and that we have provided compliance products and consulting services to GLOVent Solutions in the area of the Protection of Personal Information (POPI) Act and the Promotion of Access to Information Act (PAIA) since July 2020.

We confirm that a comprehensive POPIA and PAIA Compliance Preparation Project was completed in July 2022 which included the following:

- Completion of internal and external assessments for POPI Act compliance
- Completion of stakeholder POPI Act compliance awareness training
- Establishing POPI Act compliance accountability structures
- Publication of a POPI Act compliance privacy notice and related policies
- Publication of a Promotion of Access to Information Act-compliant manual
- Amendments to existing contracts and policies in line with POPI Act compliance requirements
- Identification and recording of areas in which personal information is stored and processed
- Created a library of privacy related reference material
- Establishing a POPI Act compliance ongoing self-assessment plan

A POPIA and PAIA Compliance Review is currently underway which includes reviewing and updating of all compliance measures. We anticipate the review to be completed by the end of November 2024 at the latest.

We commend the GLOVent Solutions management team for their commitment to monitoring and maintaining compliance as well as striving to achieve continuous improvement of the related privacy and data protection business practices.

Your sincerely

A handwritten signature in black ink, appearing to read 'John Cato', is written over a light blue circular watermark.

John Cato
Certified Data Protection Officer (CDPO)



This is to certify that

GLOVent Solutions

Has completed the IACT-Africa

Protection of Personal Information (POPI) Act No.4 of 2013 Compliance Preparation Project and is now

POPI Act Readiness Maintained

The monitoring and maintenance of the compliance framework follows the successful completion of a POPI Act compliance preparation project in July 2022 in which appropriate, reasonable, organisational and technical measures, as required by the Act and in line with GLOVent Solutions' business, were successfully implemented. A satisfactory review of compliance measures by IACT-Africa in August 2023 has included the following:

- Review of internal and external assessments for POPI Act compliance
- Review of POPI Act compliance accountability structures
- Review of POPI Act compliance privacy notice and related policies
- Review of the assessment of risks to personal information and management thereof
- Review of personal information security measures
- Review of a Promotion of Access to Information Act-compliant manual
- Review of contracts and policies in line with POPI Act compliance requirements
- Review of areas in which personal information is stored and processed



A handwritten signature in black ink, appearing to read "John Cato".

John Cato, Certified Data Protection Officer

www.iact-africa.com/popi.html

Issued date: 28 August 2023 – valid for 1 year