

# Thyme Technologies KZN - Privacy Notice

This privacy notice provides details of the personal information we collect from you, what we do with it, how you might access it and who it might be shared with.

## Our Organisation

Thyme Technologies KZN  
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 Gillitts  
 3600  
 South Africa  
 Mobile: +27828959317  
 Telephone: +27317192800  
 Organisation email: julie@thymetech.co.za

## What we do with your personal information

We use your personal information only for the purpose for which it is collected. Among others, this purpose could be to provide a service, assist us with administration, recruit prospective employees or even to comply with a legal obligation. We may use your personal information for other similar purposes, including marketing and communications, but that will only occur in the case where we have your consent or another lawful justification for doing so.

From our **Reseller & Associates** we collect, use and retain personal information for the following purposes and periods, with the applicable lawful basis..

Processing purpose	Lawful basis	Retention period
Payroll Processing	S11 - To conclude or perform a contract to which the data subject is party	Until tax or other legal retention period expires

From our **Payroll Processing** we collect, use and retain personal information for the following purposes and periods, with the applicable lawful basis..

Processing purpose	Lawful basis	Retention period
Employment and performance management	S11 - To conclude or perform a contract to which the data subject is party	Until tax or other legal retention period expires

From our **Customers / Clients** we collect, use and retain personal information for the following purposes and periods, with the applicable lawful basis..

Processing purpose	Lawful basis	Retention period
Business advisory	S11 - To conclude or perform a contract to which the data subject is party	Until no longer needed for purposes of data subject's access
Customer sales, service and support	S11 - To conclude or perform a contract to which the data subject is party	Until no longer needed for purposes of data subject's access
Employee monitoring	S11 - We have the competent person's consent	Until tax or other legal retention period expires
Employee recruitment	S11 - To conclude or perform a contract to which the data subject is party	Until tax or other legal retention period expires
Employment and performance management	S11 - To conclude or perform a contract to which the data subject is party	Until tax or other legal retention period expires
Customer sales, service and support	S11 - To conclude or perform a contract to which the data subject is party	Until tax or other legal retention period expires

Development of Software	S11 - To conclude or perform a contract to which the data subject is party	Upon conclusion of the service, event or promotion
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From our **Prospective Employees** we collect, use and retain personal information for the following purposes and periods, with the applicable lawful basis..

Processing purpose	Lawful basis	Retention period
Employee recruitment	S11 - To conclude or perform a contract to which the data subject is party	Until no longer needed for purposes of data subject's access
Employee recruitment	S11 - We have the competent person's consent	Upon conclusion of the service, event or promotion

## What personal information do we collect?

We only collect the minimum amount of information that is relevant to the purpose. If you interact with us on the internet, the personal information we collect depends on whether you just visit our website or, use our services. If you visit our website, your browser transmits some data automatically, such as your browsing times, the data transmitted and your IP address.

If you use our services, personal information is required to fulfill the requirements of that service.

Generally, we collect the following personal information. If there is any *specific* personal information to collect, we will indicate as such, at or near the time of collection.

- Identification Number
- Financial & banking details
- Data
- Online identifier
- Physical address
- Telephone number
- Email address
- Location information
- Name, together with other identifying information
- Confidential Correspondence
- Education history
- Employment history

Special personal information could be about your health, your racial or ethnic origin, your trade union membership etc. We collect the following special personal information, under the appropriate lawful basis.:

- Race or ethnic origin
  - S29 - We comply with provisions concerning a data subject's race or ethnic origin
- Trade union membership
  - S30 - We comply with provisions concerning a data subject's trade union membership

## We collect your personal information from the following indirect sources

Data subject type	Personal information type	Indirect source name
Payroll Processing	Physical address	Outsourced Payroll Customer
Payroll Processing	Identification Number	Outsourced Payroll Customer
Payroll Processing	Telephone number	Outsourced Payroll Customer
Payroll Processing	Employment history	Outsourced Payroll Customer
Payroll Processing	Email address	Outsourced Payroll Customer
Payroll Processing	Financial & banking details	Outsourced Payroll Customer

Payroll Processing	Location information	Outsourced Payroll Customer
Payroll Processing	Name, together with other identifying information	Outsourced Payroll Customer
<b>Data subject type</b>	<b>Special personal information type</b>	<b>Indirect source name</b>
Payroll Processing	Race or ethnic origin	
Payroll Processing	Trade union membership	Outsourced Payroll Customer

## Who might we share your personal information with?

To maintain and improve our services, your personal information may need to be shared with or disclosed to our service providers, other organisations such as ours or, in some cases, public or legal authorities.

### We transfer personal information to the following organisations and countries:

Data subject type	Organisation name	Type	Country
Reseller & Associates	IronTree	Operator	South Africa
Reseller & Associates	Microsoft - Office 365 Applications	Operator	South Africa
Reseller & Associates	Sage Evolution	Operator	South Africa
Reseller & Associates	Sage Pastel Partner Payroll	Operator	South Africa
Payroll Processing	IronTree	Operator	South Africa
Payroll Processing	Microsoft - Office 365 Applications	Operator	South Africa
Payroll Processing	Network Configurations	Operator	South Africa
Payroll Processing	Sage Evolution	Operator	South Africa
Payroll Processing	Sage Pastel Partner Payroll	Operator	South Africa
Customers / Clients	IronTree	Operator	South Africa
Customers / Clients	Microsoft - Office 365 Applications	Operator	South Africa
Customers / Clients	Sage Evolution	Operator	South Africa
Customers / Clients	Sage Pastel Partner Payroll	Operator	South Africa
Prospective Employees	Microsoft - Office 365 Applications	Operator	South Africa

If we transfer your personal information outside of South Africa, we apply the necessary safeguards which include, confirming whether the receiving country has the proper data protection law, ensuring that there is a binding agreement between parties or, if the transfer is internal to our organisation, commitment to binding corporate rules. Details of these safeguards may be obtained by contacting us directly.

## How do we look after personal information?

We limit the amount of personal information collected to only what is fit for the purposes as described above. We restrict, secure and control all of our information assets against unauthorised access, damage, loss or destruction; whether physical or electronic. We retain personal information only for as long as is described above, to respond to your requests, or longer if required by law. If we retain your personal information for historical or statistical purposes we ensure that the personal information cannot be used further. While in our possession, together with your assistance, we try to maintain the accuracy of your personal information.

## How can you access your personal information?

You have the right to request access to any of your personal information we may hold. If any of that information is incorrect, you may request that we correct it. If we are improperly using your information, you may request that we stop using it or even delete it completely.

**If you would like to make a request to see what personal information of yours we might hold, you may make a request from our organisation website or contact us as per the details above**

Where you have previously given your consent to process your personal information, you also have the right to request that we transmit your personal information to a different service provider.

Where it may have been necessary to get your consent to use your personal information, at any moment, you have the right to withdraw that consent. If you withdraw your consent, we will cease using your personal information without affecting the lawfulness of processing based on consent before your withdrawal.

## Our Information Officer

Julie Ramseier  
julie@thymetech.co.za  
Telephone: ++317192800  
Mobile: ++82828959371

## The SA Information Regulator

You have the right to lodge a complaint with the SA Information Regulator. See the Information Regulator contact details below.

The Information Regulator (South Africa)  
PO Box 31533  
Braamfontein  
27 Stiemens St  
Braamfontein  
2017  
The Information Regulator (South Africa)  
complaints.IR@justice.gov.za  
27827464173  
infoereg@justice.gov.za