

MYPLAYERS GROUP PRIVACY NOTICE

1. INTRODUCTION

MyPlayers takes data privacy very seriously. We respect the privacy of our stakeholders and we endeavour to abide with data privacy laws where applicable.

MyPlayers Rugby (Pty) Ltd is the players organisation that represents the collective interests of all the professional rugby players in South Africa, the group entities further consist of:

- MyPlayers Industrial Association
- South African Professional Rugby Players Trust
- South African National Sevens Rugby Team Trust
- South African Professional Women's Rugby Players Trust
- MyPlayers Professional Match Officials Commercial Trust
- MyPlayers Financial Services (Pty) Ltd
- MyPlayers Benevolent Fund NPC

We', 'us', 'our' or 'MyPlayers' refers to MyPlayers and its subsidiaries. All these entities are covered by this Privacy Notice. The purpose of this Privacy Notice is to describe the way that MyPlayers collects, stores, uses, and protects information that can be associated with you or another specific natural or juristic person and can be used to identify you or that person.

2. WHO DOES THIS PRIVACY NOTICE APPLY TO?

This Privacy Notice applies to you if you are a visitor to the MyPlayers website or have access to MyPlayers mobile Application ("**Electronic Platforms**").

3. TERMINOLOGY

Responsible Party means the person who determines the purposes and manner in which Personal Information will be processed. In some Jurisdictions, this is referred to as the *Data Controller*;

Data Subject means the person to whom Personal Information relates;

Personal Information means information relating to an identifiable, natural living Data Subject (and in South Africa, specifically also includes existing juristic persons). Personal information includes:

- certain information that we collect automatically when you visit our website;
- certain information collected on registration (see below);
- optional information that you provide to us voluntarily (see below);

but excludes:

- information that has been made anonymous so that it does not identify a specific person;
- permanently de-identified information that does not relate or cannot be traced back to you specifically;
- non-personal statistical information collected and compiled by us; and
- information that you have provided voluntarily in an open, public environment or forum including any blog, chat room, community, classifieds, or discussion board (because the

information has been disclosed in a public forum, it is no longer confidential and does not constitute Personal Information subject to protection under this Privacy Notice).

4. ACCEPTANCE OF THIS PRIVACY NOTICE

- You automatically accept the terms of this Privacy Notice when you register on the mobile application or generally use (including for information and announcement purposes) the Electronic Platforms.
- You may not use any of the Electronic Platforms, if you do not agree with anything in this notice.
- You may not use the Electronic Platforms if you are younger than 18 years old or do not have legal capacity to conclude legally binding contracts.
- You are deemed to have read, understood, accepted, and agreed to be bound by all the terms of this Privacy Notice if you continue to use any of the Electronic Platforms.
- You may only send us your own Personal Information or the information of another data subject where you have their permission to do so.

5. CHANGES TO THIS PRIVACY NOTICE

We may change the terms of this Privacy Notice at any time. We will notify you of any changes by placing a notice in a prominent place on the website or by email.

If you do not agree with the changes, then you must stop using the Electronic Platforms. If you continue to use any of the Electronic Platforms, then the changed terms will apply to you and you will be deemed to have accepted those updated terms.

6. HOW IS PERSONAL INFORMATION COLLECTED?

On registration

You will no longer be anonymous to us if you register a profile on any of the Electronic Platforms or when you voluntarily provide us with your Personal Information.

Consent to collection

Where applicable, we will obtain your consent to collect Personal Information in accordance with applicable law.

7. USE OF PERSONAL INFORMATION AND SPECIAL PERSONAL INFORMATION

By accepting this Privacy Notice you provide us with your express consent that we may process (collect, store, use and share) your personal and special personal information for the reasons listed below –

Category	Type of information	Reason	Source
Biographic and demographic information, which may be special personal information	Names, marital status, age and date of birth, gender or sex, relationship to dependants or beneficiaries, race, ethnicity	To process payments BBBEE	From you or your employer

Contact information	Physical address, postal address, telephone numbers (cell phone, home, work or preferred), email address	To send you communications	From you or your employer
Unique identifiers	Government identifiers including national identification number, passport number, tax identification number	To process payments	From you or your employer
Financial information	Income, bank account information, financial history, insurance information, tax information	To process payments	From you or your employer
Life insurance, medical insurance and special personal information relating to health information	Claims information, hospital admission information, previous policy and claim information, medical conditions, treatment plans, prescriptions and medication, medical history, family medical history and inherited characteristics, test results, underwriting information	Injury insurance and medical aid	From you or your employer
Employment information	Employment status and remuneration Agent details	Collective bargaining and employee relations	From you or your employer
Opinions	Survey responses, commentary, or Feedback, polls	To improve membership services	From you when you take part in a survey
Player information	Player load Player leave Injuries Disciplinary records	Collective bargaining and employee relations	From you (injuries) or obtained from a third party service provider or other public platforms.
Player development	Career development Mental Health wellbeing and counselling	In order to render player development and wellbeing services	From you when accessing the player development portal.

Bursary applications	Quotations for studies Academic results Financial statement	To process bursary applications	From you on application for a bursary
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8. DISCLOSURE OF PERSONAL INFORMATION

Sharing

We share your Personal Information with:

Regulators

We may disclose your Personal Information as required by law or governmental audit.

Law enforcement

We may disclose Personal Information if required:

- by a subpoena or court order;
- to comply with any law;
- to protect the safety of any individual or the general public; and
- to prevent violation of our customer relationship terms.

No selling

We will not sell Personal Information. No Personal Information will be disclosed to anyone except as provided in this Privacy Notice.

Employees

We may need to disclose Personal Information to our employees that require the Personal Information to do their jobs.

Service providers and benefit partners

We share data with selected third parties in order to carry out requests, respond to member inquiries, such as companies that host or operate websites, process payments, analyse data and benefit partners.

Employers

In order to carry out the provisions of the South African Rugby Industry Collective Agreement we share specific player information with the employers (ie. Rugby unions).

9. SECURITY

We take the security of Personal Information very seriously and always do our best to comply with applicable data protection laws. Our hosting company will host our website in a secure server environment that uses a firewall and other advanced security measures to prevent interference or access from outside intruders. We authorize access to Personal Information only to those employees who require it to fulfil their job responsibilities. We will implement disaster recovery procedures where appropriate.

10. RETENTION OF PERSONAL INFORMATION

We will only retain your Personal Information for as long as it is necessary to fulfil the purposes explicitly set out in this Privacy Notice, unless:

- retention of the record is required or authorised by law; or
- you have consented to the retention of the record.

During the period of retention, we will continue to abide by our non-disclosure obligations and will not share or sell your Personal Information.

We may retain your Personal Information in physical or electronic records at our discretion.

11. TRANSFER TO ANOTHER COUNTRY

Personal information may be transferred trans-border in order to store data with third party cloud storage providers and to render services to members based outside the Republic of South Africa.

The following principle will apply to cross border transfers of personal data:

Where countries have existing privacy laws in place, MyPlayers will adhere to the country law;

If the country does not have any privacy laws then the responsibility of safeguarding information resides with MyPlayers.

12. UPDATING OR REMOVING

You may choose to correct or update the Personal Information you have submitted to us, by contacting us by phone or email.

Please refer to MyPlayers PAIA Manual for more information on how to access your Personal Information.

13. DATA BREACHES

We will notify you of any confirmed data breaches that have occurred to the extent required and/or permitted by law. We will also notify the information regulator and any affected data subjects of the data breach to the extent required by law.

14. YOUR RIGHTS

Data Subjects have the right to have Personal Information processed lawfully. Your rights include the right to –

1. be notified that your Personal Information is being collected or that your Personal Information has been accessed or acquired by an unauthorised person – refer to paragraph 13 above;
2. to find out what Personal Information we have about you and to request access to your Personal Information;
3. to request us, where necessary, to correct, destroy or delete your Personal Information;
4. to object, on reasonable grounds, to the processing of your Personal Information;
5. to object to the processing of your Personal Information for purposes of direct marketing, including by way of unsolicited communications. Note, however, that MyPlayers does not use

your information for marketing purposes without your prior consent or where your information is collected in the course of a relevant commercial transaction;

6. not to be subject, in certain circumstances, to a decision which is based solely on the automated processing of your Personal Information;
7. to submit a complaint to the Information Regulator if you believe that your rights relating to your Personal Information have been infringed or if you believe that an independent adjudicator who may be resolving your complaint against us, has not decided the matter correctly; and
8. to institute civil proceedings against us if you believe that your rights relating to your Personal Information have been infringed.

15. ENQUIRIES AND HOW TO COMPLAIN

Any questions, complaints or concerns arising from this Privacy Notice or the way in which we handle Personal Information should be directed to the MyPlayers Information Officer- please see our PAIA Manual for the contact details.