

NATIONAL SOCCER LEAGUE

PRIVACY POLICY

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Privacy Notice and Informed Consent Notice

The National Soccer League (“**the League**”) is the Special Member of the South African Football Association (“**SAFA**”) and is responsible for promoting, administering, controlling and governing all professional football in South Africa.¹ In meeting its obligations to participants, stakeholders, and all those who play a role in professional football: the League collects, and/or is provided with, and processes information in order to perform its responsibilities, and generally its purpose of: promoting; administering; controlling, and/or governing professional football in South Africa.

The Protection of Personal Information Act 4 of 2013 (“**POPIA**”) gives effect to the constitutional right to privacy as set out in Section 14 of the Constitution of the Republic of South Africa, 1996, and in particular the Bill of Rights.² The League is committed to protecting all persons’ rights to privacy and will, in consequence, ensure that personal information is used appropriately, transparently, and lawfully.

The League must ensure that rights to privacy are balanced with other rights and, in particular, that there is a clear appreciation and understanding of the nature of the role the League performs in professional football in consequence of which certain personal information needs to be processed effectively and efficiently.

Please read this document and the related policies referred to before you make use of the League’s facilities, or provide the League with any personal information. By providing the League with your personal information, you consent to the League processing your personal information in the manner contemplated in this Privacy Policy. The League undertakes to process information strictly in accordance with its Policy documents and the law.

¹ Article 7 of the NSL constitution, at page 10 of the NSL Handbook.

² The right to privacy must be balanced with, *inter alia*, the right of access to information in Section 32 of the Bill of Rights as developed in the Promotion of Access to Information Act 2 of 2000 (“**PAIA**”).

1. **DEFINITIONS**

In this Policy, unless the context requires otherwise, the following words and expressions bear the meanings assigned to them:–

- 1.1. “**Access to Information Manual**” is the League’s PAIA Policy document available on the League website to those seeking access to information at www.psl.co.za.
- 1.2. “**Accounting Officer**” of the League is the League Chief Executive Officer or Acting Chief Executive Officer from time to time.
- 1.3. “**Accreditation**” is the process followed by Event Participants seeking access to League matches and/or events, on terms and conditions which bind them in relation to such access.
- 1.4. “**Bet**” or “**Betting**” means placing a bet or wager or participating directly or indirectly in betting, gambling, lotteries, or similar events or transactions related to football matches and/or competitions and/or any related football activities.
- 1.5. “**CAF**” is the Confederation of African Football.
- 1.6. “**CAS**” is the Court of Arbitration for Sport in Lausanne, Switzerland.
- 1.7. “**Child**” means any natural person under the age of 18 years.
- 1.8. “**Club Licensing**” is the process by which professional football clubs apply to be licenced to participate under the auspices of the League each season in accordance with Club Licensing Regulations.
- 1.9. “**Coach**” or “**Coaches**” are persons responsible for preparing a professional team for participation in professional football registered as such with the League.
- 1.10. “**Compliance Manual**” is the document approved by the Executive Committee from time to time dealing with different aspects of

professional football and which includes an Introduction, Football, Kit, Stadium, Marketing, Media, and Safety and Security Manual.³

- 1.11. “**consent**” means any freely given, specific, informed and unambiguous indication of agreement or consent to the processing of personal information;
- 1.12. “**Data Breach**” means a breach of security leading to the accidental or unlawful destruction, loss, alteration, unauthorised disclosure of, or access to personal information under the control or in the possession of the League.
- 1.13. “**Data Subject**” is an individual or legal entity to whom personal information relates and who can be identified or is identifiable from personal data.
- 1.14. “**Department of the League**” is the relevant Department of the League dealing with an application or request for information falling within its area of competence.
- 1.15. “**Deputy Information Officer**” is the person appointed by the League in terms of PAIA read with POPIA to assist the Information Officer.
- 1.16. “**Directives**” are instructions issued by the Executive Committee from time to time, generally in the form of circulars which deal with particular matters.⁴
- 1.17. “**Dispute**” includes an alleged dispute.
- 1.18. “**Employees**” are Employees of the League.
- 1.19. “**Event Participants**” include media seeking access to professional football matches and/or events, safety and security personnel, stadia and stadium management, and any and all service providers permitted to access professional football matches and/or events.

³ The Executive Committee is empowered to issue Compliance Manuals: see NSL rule 18 at page 53 of the NSL Handbook.

⁴ Directives are issued in terms of NSL rule 18.

- 1.20. “**Executive Committee**” is the elected committee of the League responsible for the administration, management, and control of the League.⁵
- 1.21. “**FIFA**” is the Fédération Internationale de Football Association.
- 1.22. “**governmental body/bodies**” means and includes any organ of state in South Africa, the South African Police Services, the South African Revenue Services, and bodies such as the Companies and Intellectual Property Commission, courts, or administrative tribunals in South Africa.
- 1.23. “**Information Officer**” is the person be appointed by the League in terms of PAIA read with POPIA who must have knowledge of data protection law and practice, being the League’s main representative on data protection matters.
- 1.24. “**Information Regulator**” means the information regulator established in terms of POPIA.
- 1.25. “**Insurance**” includes the various forms of insurance cover of relevance to and applicable in professional football, including corporate, public liability, and Players’ and Officials’ cover.
- 1.26. “**Judicial Tribunal of the League**” is either the Disciplinary Committee or the Dispute Resolution Chamber.
- 1.27. “**League**” means the National Soccer League, with its principal place of business at 2 Winchester Road, Cnr Jan Smuts Avenue, Parktown, 2193.
- 1.28. “**League official partners**” are the firms that conclude commercial contracts, broadcasting contracts, radio contracts, and title and other sponsorship and supply contracts with the League.
- 1.29. “**League regulatory documents**” include the NSL Handbook, the Compliance Manual, the Club Licensing Regulations, and this Privacy Policy read with the Access to Information Manual.

⁵ See Article 17 of the NSL constitution.

- 1.30. “**Legal Administrator**” means the Legal Administrator responsible for dealing with the administrative issues in respect of the Judicial Tribunals.
- 1.31. “**Match Officials**” means match commissioners, referees, assistant referees, reserve officials, and fourth officials appointed by SAFA from time to time to officiate at matches in professional football.
- 1.32. “**Member Clubs**” are the 32 professional football clubs that are members of the League and who participate in the Premiership and National First Division from time to time.
- 1.33. “**Member Club Officials**” means any person associate with or employed by or contracted to a Member Club that is listed on the Member Club’s annual membership form, registered with or accredited in any capacity by the League.
- 1.34. “**NSL Handbook**” is the published founding document of the League available on the League website at www.psl.co.za which includes the constitution and rules of the League.
- 1.35. “**Operator**” means a person or entity who processes personal information for a Responsible Party in terms of a contract or mandate, without coming under the direct authority and control of that Responsible Party.
- 1.36. “**PAIA**” means the Promotion of Access to Information Act 2 of 2000.
- 1.37. “**Personal Information**” means information relating to an identifiable, living, natural person, and where it is applicable and identifiable, the existing juristic person, including, but not limited to –
- (a) information relating to the race, gender, sex, pregnancy, marital status, national, ethnic or social origin, colour, sexual orientation, age, physical or mental health, wellbeing, disability, religion, conscience, belief, cultural, language and birth of the person;
 - (b) information relating to the education or the medical, financial, criminal or employment history of the person;

- (c) any identifying number, symbol, email address, physical address, telephone number, location information, online identifier or other particular assignment to the person;
 - (d) the biometric information of the person;
 - (e) the personal opinions, views or preferences of the person;
 - (f) correspondence sent by the person that is implicitly or explicitly of a private or confidential nature or further correspondence that would reveal the contents of the original correspondence;
 - (g) the views or opinions of another individual about the person; and
 - (h) the name of the person if it appears with other Personal Information relating to the person or if the disclosure of the name itself would reveal information about the person.
- 1.38. “**Players**” are amateur and/or professional Players registered (in whatever fashion or manner) with the League.
- 1.39. “**Policy**” means this Privacy Policy and the related policies referred to herein.
- 1.40. “**POPIA**” means the Protection of Personal Information Act 4 of 2013.
- 1.41. “**process/processing/processed**” is any activity of set of activities which involves personal information, including collection, recording, organising, storage, adaptation or alteration, retrieval, consultation, use, disclosure by transmission, dissemination or making available, alignment or combination, restriction, erasure or destruction.
- 1.42. “**Professional Legal Advisor**” means any legally qualified person, whether in private practice or not, who lawfully provides a client, at his/her/its request, with independent, confidential legal advice.
- 1.43. “**public record**” means a record that is accessible in the public domain and which is in the possession of or under the control of a public body, whether or not it was created by that public body.
- 1.44. “**record**” means any recorded information –
- (a) regardless of form or medium, including any of the following:–

- (i) Writing on any material;
 - (ii) Information produced, recorded or stored by means of any tape recorder, computer equipment, whether hardware or software or both, or other device, and any material subsequently derived from information so produced, recorded or stored;
 - (iii) Label, marking, or other writing that identifies or describes any thing of which it forms part, or to which it is attached by any means;
 - (iv) Book, map, plan, graph or drawing;
 - (v) Photograph, film, negative, tape or other device in which one or more visual images are embodied so as to be capable, with or without the aid of some other equipment, of being reproduced;
- (b) In the possession or under the control of a responsible party;
 - (c) Whether or not it was created by a responsible party; and
 - (d) Regardless of when it came into existence.
- 1.45. “**registration**” is the process by which Players and all Member Club Officials (including Coaches and others) seek registration and so eligibility to participate in or at professional football matches, and for purposes of this Policy that includes any and all documentation of relevance to the process.
- 1.46. “**Regulatory Authority**” include governing bodies at various levels in association football such as FIFA, CAF, and SAFA; or in sport generally but which impact professional football, such as SAIDS, WADA, or CAS;
- 1.47. “**Responsible Party**” means a public or private body, or any other person which alone or in conjunction with others determines the purpose of and means for processing personal information. In this instance, the Responsible Party is the League.
- 1.48. “**SAFA**” is the South African Football Association.

- 1.49. “**SAIDS**” is the South African Institute for Drug-Free Sport which is responsible for anti-doping in South Africa, and is the affiliate of WADA.
- 1.50. “**SASREA**” is the Safety at Sports and Recreational Events Act 2 of 2010.
- 1.51. “**Special Personal Information**” means information revealing racial or ethnic origin, political opinions, religious or similar beliefs, trade union membership, physical or mental health conditions, sex life, sexual orientation, biometric or genetic data, and for the purposes of this Policy, personal information relating to criminal offences and convictions.
- 1.52. “**Third Party/Parties**” means any independent contractor, agent, consultant, subcontractor, (for example auditors, benefits consultants, recruitment or personnel agent, trade unions or other representative bodies), or other person with whom the League has a contractual or other relationship or arrangement.
- 1.53. “**WADA**” is the World Anti-Doping Agency which is situated in Montreal, Canada.

2. **PURPOSE OF THIS POLICY**

- 2.1. The purpose of this Policy is to inform Data Subjects generally, and in particular, the Categories of Data Subject of particular importance in professional football, how and why the League collects and processes personal information.
- 2.2. The League, in its capacity as Responsible Party, will strive to observe and comply with its obligations under POPIA⁶ as well as accepted information protection principles, practices and guidelines when it processes Personal Information from, or in respect of, a Data Subject.
- 2.3. This Policy applies to Personal Information collected (and/or processed) by the League in connection with its responsibilities in respect of professional football in South Africa. This includes information collected directly from you, as a Data Subject, as well as information the League

⁶ Read with the relevant provisions of PAIA.

may collect indirectly through service providers, and/or those the League is affiliated to or is responsible to.

3. **CATEGORIES OF DATA SUBJECT**

- 3.1. Personal Information is principally collected from the following Categories of Data Subject: Employees, Executive Committee members, Member Clubs, Member Club Officials, Players, Coaches, Match Officials, League official partners, Event Participants, and Third Parties.
- 3.2. The League will always collect Personal Information in a fair, lawful and reasonable manner to ensure that it protects the Data Subject's privacy, and will process the Personal Information based on legitimate grounds in a manner that does not adversely affect the Data Subject in question.
- 3.3. The League generally collects Personal Information directly from the Data Subject and/or in some cases, from Regulatory Authorities or Third Parties.
- 3.4. Where information is obtained from governmental bodies, Regulatory Authorities or Third Parties, the League will ensure that it obtains the consent of the Data Subject to do so, or will only process the Personal Information without the Data Subject's consent where the League is permitted to do so in terms of this Policy and/or applicable law.

4. **PERSONAL INFORMATION THAT IS COLLECTED**

- 4.1. Simply put, the League collects information in order to perform its responsibilities and purpose in respect of professional football in South Africa. These responsibilities include promoting, administering, controlling, and/or governing professional football in South Africa generally, and in particular as detailed in the League regulatory documents.
- 4.2. The Personal Information that is collected by the League in order to attend to its responsibilities and purpose includes information that is

provided and/or required⁷ in the following areas:–

- 4.2.1. Access to information;⁸
- 4.2.2. Accounting information to process payments;
- 4.2.3. Accreditation;⁹
- 4.2.4. Advertising, marketing and brand building;
- 4.2.5. Anti-Doping;¹⁰
- 4.2.6. Applications for approval;¹¹
- 4.2.7. Auditing processes (internal and external);
- 4.2.8. Club Licensing;¹²
- 4.2.9. Company secretarial-related responsibilities. For this purpose the League will, from time to time, collect information relating to data subjects from Third Parties such as the CIPC;
- 4.2.10. Compliance with any applicable law or requirement of Regulatory Authorities;¹³
- 4.2.11. Dispute resolution;¹⁴
- 4.2.12. Employment and Human Resources related purposes (for instance, recruiting and/or managing staff, administering payroll, employee benefits, background checks);¹⁵
- 4.2.13. Executing payment processing functions, including payment of service fees to Member Clubs, or in consequence of valid and binding awards, decisions or judgements;

⁷ In respect of the different categories of Data Subject.

⁸ Access to Information is dealt with in terms of the Access to Information Manual and PAIA.

⁹ Event Participants and/or persons seeking to access or play a role at a professional football match may be required to seek Accreditation.

¹⁰ Anti-Doping is dealt with by SAIDS, but personal information may be exchanged with, or required from, the League.

¹¹ The League deals with a variety of approval applications. Those seeking approval provide information on the express understanding that it will be collected and processed.

¹² The Club Licensing process is dealt with in accordance with discreet Club Licensing Regulations, and those dealing with licensing are bound to onerous confidentiality provisions.

¹³ Information is required and/or provided by FIFA, CAF, SAFA and/or SAIDS from time to time.

¹⁴ Non-disciplinary matters which are dealt with before the Dispute Resolution Chamber. The tribunal and all panelists are independent of the League.

¹⁵ In relation to Employees of the League.

- 4.2.14. Investigating and/or prosecuting misconduct;¹⁶
 - 4.2.15. Membership records;¹⁷
 - 4.2.16. Monitoring the use of the League's electronic systems and online platforms;
 - 4.2.17. Negotiating and/or implementing arrangements with Third Parties, League official partners or potential partners;
 - 4.2.18. Preventing, discovering and investigating violations of this Policy, the law and/or other League policies;
 - 4.2.19. Providing information (including personal information) to betting firms under conditions of confidentiality to ensure that these firms do not accept bets or any form of betting from individuals participating in, or involved in the staging of professional football matches, including players, managers, match officials, Member Club staff, or any staff or officials of the League.
 - 4.2.20. Registrations and maintaining records regarding the movement of registrations;
 - 4.2.21. Reporting, responding to or dealing with Regulatory Authorities;
 - 4.2.22. Such other purposes to which the Data Subject may consent, or as may be required by law.
- 4.3. The League collects Personal Information directly from Data Subjects as and when required for these purposes, unless an exception is applicable (such as, for example, where the Data Subject has made the Personal Information public or the information is contained in, or derived from, a public record).

¹⁶ Misconduct proceedings which are dealt with by the Prosecutor before the Disciplinary Committee. The Prosecutor, tribunal and panelists are independent of the League.

¹⁷ Membership records must be provided by Member Clubs each season. It is important that these records are correct and kept up to date. It is the responsibility of Member Clubs to ensure that they are.

5. **PROCESSING PERSONAL INFORMATION**

- 5.1. The principles set out in this Policy apply to all Data Subjects, and in particular to the Categories of Data Subject recorded in clause 3 above.
- 5.2. The League has an obligation to make Data Subjects aware of the fact that it is processing their Personal Information and inform them of the purpose for which the League processes such Personal Information, and this Policy seeks to do just that.
- 5.3. The League will only process a Data Subject's Personal Information for a specific, lawful, and clear purpose as provided for, or required by, the responsibilities and purposes of the League.
- 5.4. The League will generally process Personal Information for one or more of the purposes for which information is collected by the League due to its responsibilities and purposes as recorded in clause 4 of this Policy or in the League's regulatory documents.
- 5.5. Should there be a need to process Personal Information not clearly contemplated by the League's responsibilities and purposes and/or required in terms of the League's regulatory documents, the League will ensure that it makes the Data Subject aware of such purpose(s) as far as possible.
- 5.6. The League will only process a Data Subject's Personal Information (other than for Special Personal Information) where –
 - 5.6.1. consent of the Data Subject (or a competent person, where the Data Subject is a Child) is obtained;
 - 5.6.2. processing is necessary to carry out the responsibilities/purpose of the League;
 - 5.6.3. processing comprises an obligation imposed by law on the League;
 - 5.6.4. processing protects legitimate interest of the Data Subject;

- 5.6.5. processing is necessary for pursuing the legitimate interests of the League or a Third Party to whom the information is supplied.
- 5.7. The League will be required, from time to time, to process Personal Information received from or acquired by governmental bodies and also Regulatory Authorities. Data Subjects who provide information to the League do so on the express understanding that the manner in which football is regulated means this will be required from time to time.
- 5.8. The manner, and reason, for which the Personal Information is processed is set out in this Policy read with the League regulatory documents. In any other circumstances the manner and reasons for any other processing will be made clear to the Data Subject.
- 5.9. Where the League is relying on a Data Subject's consent as the legal basis for processing Personal Information, the Data Subject may withdraw his/her/its consent or may object to the League's processing of Personal Information.
- 5.10. However, if the consent is withdrawn, this will not affect the lawfulness of any processing carried out prior to the withdrawal of consent or any processing justified by any other legal ground provided for under POPIA or PAIA.

6. **SPECIAL PERSONAL INFORMATION : CHILDREN IN PARTICULAR**

- 6.1. Special Personal Information is sensitive Personal Information of a Data Subject and the League acknowledges that it will generally not process Special Personal Information unless –
 - 6.1.1. processing is carried out in accordance with the Data Subject's consent;
 - 6.1.2. processing is necessary for the establishment, exercise or defence of a right or obligation in law;
 - 6.1.3. processing is necessary to comply with an obligation of international public law;

- 6.1.4. processing is for historical, statistical or research purposes, subject to safeguards;
 - 6.1.5. information has deliberately been made public by the Data Subject; or
 - 6.1.6. specific authorisation applies in terms of PAIA and POPIA.¹⁸
- 6.2. The League will not process any Personal Information concerning a Child save with the consent of the parent or guardian of that Child, or where it is permitted to do so by law.

7. **STORAGE : THE LEAGUE AND THIRD PARTY SERVICE PROVIDERS**

- 7.1. The League may store Personal Information in hardcopy format and/or in electronic format using the League's internally hosted technology. Personal Information may also be stored by Third Parties, via cloud services or other technology, in accordance with agreements to support the League's operations.
- 7.2. The League's Third Party service providers, including data storage and processing providers, may from time to time also have access to a Data Subject's Personal Information in connection with purposes for which the Personal Information was initially collected or processed.
- 7.3. The League will ensure that such Third-Party service providers process the Personal Information in accordance with the provisions of this Policy, all other relevant internal policies and procedures, and POPIA.
- 7.4. These Third Parties do not use or have access to the Data Subject's Personal Information other than for purposes specified by the League, and the League will require such parties to employ at least the same level of security that the League uses to protect the Data Subject's Personal Information.
- 7.5. Personal Information may be processed in South Africa or another country where the League or the Regulatory Authorities process information. The League will take steps to ensure that this information

¹⁸ See Sections 28 to 23 of POPIA.

continues to be protected, regardless of its location, in a manner consistent with the standards of protection required under applicable law, including POPIA

8. **RETENTION OF PERSONAL INFORMATION**

- 8.1. The League may keep records of the Personal Information, correspondence, or comments it has collected in an electronic or hardcopy file format.
- 8.2. In terms of POPIA, the League may not retain Personal Information for a period longer than is necessary to achieve the purpose for which it was collected or processed, and is required to delete, destroy (in such a way that it cannot be reconstructed) or de-identify the information as soon as is reasonably practicable once the purpose has been achieved.
- 8.3. This prohibition will not apply in the following circumstances:–
 - 8.3.1. Where the retention of the record is required or authorised by law or by any Regulatory Authority;
 - 8.3.2. The League requires the record to fulfil its lawful functions or activities;
 - 8.3.3. Retention of the record is required by agreement between the parties thereto;
 - 8.3.4. The Data Subject (or competent person, where the Data Subject is a Child) has consented to such longer retention; or
 - 8.3.5. The record is retained for historical, research, archival or statistical purposes provided safeguards are put in place to prevent use for any other purpose.
- 8.4. Accordingly, the League will, subject to the exceptions noted in this Policy, retain Personal Information for as long as necessary to fulfil the purposes for which that Personal Information was collected, and/or as permitted or required to permit the League to perform its responsibilities and purposes, and/or by applicable law.

- 8.5. Where the League retains Personal Information for longer periods for statistical, historical, archival or research purposes, the League will ensure that appropriate safeguards are in place to ensure that all recorded Personal Information will continue to be processed in accordance with this Policy and applicable laws.

9. **FAILURE TO PROVIDE PERSONAL INFORMATION**

- 9.1. Should the League need to collect Personal Information by law or to meet its responsibilities and purposes in respect of the administration of professional football or as an employer, and there is a failure or refusal to provide the Personal Information when requested, the League may be unable to meet its obligations in respect of professional football¹⁹ or as an employer,²⁰ in terms of the applicable law or providing a service.
- 9.2. Should the League need to collect Personal Information for any of the purposes set out in this Policy, and you fail to provide the Personal Information when requested, your failure to provide such Personal Information may have negative consequences, including that the League may not be able to effectively perform its obligations and the League will then have to decline to perform these obligations in respect of you.

10. **SAFE-KEEPING OF PERSONAL INFORMATION**

- 10.1. The League will preserve the security of Personal Information and, in particular, prevent its alteration, loss and damage, or access by non-authorized Third Parties.
- 10.2. The League will ensure the security and integrity of Personal Information in its possession or under its control with appropriate, reasonable technical and organisational measures to prevent loss, unlawful access, and unauthorised destruction of Personal Information.
- 10.3. The League has implemented, and will implement, physical, organisational, contractual, and technological security measures (having regard to generally accepted information security practices or industry-

¹⁹ Whether that be to Member Clubs, Member Club Officials, Players, Match Officials, Event Participants, or Third Parties.

²⁰ To employees of the League.

specific requirements) to keep all Personal Information secure, including measures protecting any Personal Information from loss or theft, and unauthorised access, disclosure, copying, use or modification.

11. **BREACHES IN RESPECT OF PERSONAL INFORMATION**

- 11.1. A Data Breach refers to any incident in terms of which reasonable grounds exist to believe that the Personal Information of a Data Subject has been accessed or acquired by any unauthorised person.
- 11.2. A Data Breach can happen for many reasons, which include –
 - 11.2.1. loss or theft of data or equipment on which Personal Information is stored;
 - 11.2.2. inappropriate access controls allowing unauthorised use;
 - 11.2.3. equipment failure;
 - 11.2.4. human error;
 - 11.2.5. unforeseen circumstances such as a fire or flood;
 - 11.2.6. deliberate attacks on systems such as hacking, viruses or phishing scams; and/or
 - 11.2.7. alteration of Personal Information without permission and loss of availability of Personal Information.
- 11.3. The League will address any Data Breach in accordance with the terms of POPIA.
- 11.4. The League will notify the Information Regulator and the affected Data Subject (unless the applicable law or a Regulatory Authority requires a delay in notification to the Data Subject), in writing, in the event of a Data Breach (or a reasonable belief of a Data Breach) in respect of that Data Subject's Personal Information.
- 11.5. The League will provide such notification as soon as reasonably possible after it has become aware of any Data Breach in respect of such Data Subject's Personal Information.

- 11.6. Where the League acts as an Operator for purposes of POPIA ,and should any Data Breach affect the data of Data Subjects whose information the League processes as an Operator, the League will (in terms of POPIA) notify the relevant Responsible Party immediately where there are reasonable grounds to believe that the Personal Information of relevant Data Subjects has been accessed or acquired by any unauthorised person.

12. **PROVIDING PERSONAL INFORMATION TO THIRD PARTIES**

- 12.1. The League may disclose Personal Information to Third Parties and will enter into agreements with such Third Parties to ensure that Personal Information is processed in accordance with the provisions of this Policy and POPIA.
- 12.2. Third Parties may assist the League with the purposes listed in this Policy - for example, service providers may be used, *inter alia*, -
 - 12.2.1. for data storage;
 - 12.2.2. to assist the League with auditing processes (external auditors);
 - 12.2.3. for providing outsourced services to the League, including in respect of its -
 - 12.2.3.1. legal;
 - 12.2.3.2. data storage requirements; and
 - 12.2.3.3. upskilling of its Employees; and/or
 - 12.2.3.4. to notify the Data Subjects of any pertinent information concerning the League.
- 12.3. The League will disclose Personal Information with the consent of the Data Subject or if the League is permitted to do so without such consent in accordance with applicable laws.
- 12.4. Further, the League may also send Personal Information to a foreign jurisdiction outside of the Republic of South Africa, including for processing and storage by Third Parties.²¹

²¹ For instance FIFA, CAF, and/or CAS.

12.5. When Personal Information is transferred to a jurisdiction outside of the Republic of South Africa, the League will require confirmation from such Third Parties that suitable protections are in place in accordance with POPIA.

12.6. The Data Subject should also take note that the processing of Personal Information in a foreign jurisdiction, may be subject to the laws of the country in which the Personal Information is held, and may be subject to disclosure to the governments, courts of law, enforcement or agencies of any such other country, pursuant to the laws of such country.

13. **ACCESS TO PERSONAL INFORMATION**

POPIA, read with the relevant provisions of PAIA, confers certain access rights on Data Subjects and/or in relation to information that is held in respect of Data Subjects. The League's PAIA Manual can be found on the League website at www.psl.co.za (Access to Information Manual).

14. **CHANGES TO THIS POLICY**

The League may amend this Privacy Policy from time to time. If any substantial changes are made, the League will notify you by posting a prominent notice on our website, or by email.

15. **CONTACT US**

If you have any questions about this Policy, including any request to exercise your legal rights or making a complaint to us about how we have used your personal data, please contact us by emailing Ms Johanna Mabotja at johannam@psl.co.za, or: the Accounting Officer; Information Officer; or Deputy Information Officer at the addresses set out below, or by writing to us at the National Soccer League, P O Box 15740, Doornfontein, 2028.

16. **ACCOUNTING OFFICER : INFORMATION OFFICER : DEPUTY INFORMATION OFFICER**

16.1. The Accounting Officer of the League to whom any complaints, questions, or requests should be addressed and/or copied, is:–

Acting Chief Executive Officer : Mato Madlala
Postal address : PO Box 15740 Doornfontein, 2028
Physical address : No 2 Winchester Road,
(off) Jan Smuts Avenue, Parktown
Phone number : +27 11 715 2500
Email : matom@psl.co.za

- 16.2. The designated Information Officer of the League who deals with all matters in connection with requests for information, in terms of PAIA read with POPIA is:–

Information Officer : Michael Murphy
Postal address : PO Box 15740 Doornfontein, 2028
Physical address : No 2 Winchester Road,
(off) Jan Smuts Avenue, Parktown
Phone number : +27 11 715 2500
Email : michaelm@psl.co.za

- 16.3. The designated Deputy Information Officer of the League who assists the Information Officer with all matters in connection with PAIA and POPIA is:–

Deputy Information Officer : Ms Phindi Dlamini
Postal address : PO Box 15740 Doornfontein, 2028
Physical address : No 2 Winchester Road,
(off) Jan Smuts Avenue, Parktown
Phone number : +27 11 715 2500
Email : phindid@psl.co.za