



## Data Processing Agreement

(Last updated 17 December 2021)

The agreement between a responsible party and their operator to fulfil the responsible party's obligation to enter into a contract with an operator and vice versa.

between the **Customer / End-User** (the "responsible party")

AND

**Sage South Africa (Pty) Ltd** (the "operator")

Organisation or person's name	Sage South Africa (Pty) Ltd
Registration or identification number	2003/015693/07
Physical address	6th Floor, Gateway West Offices, 22 Magwa Crescent, Waterfall, Midrand

## Data Processing Agreement

### 1. INTRODUCTION

This is the agreement between

- 1.1. **The Customer / End-User - the responsible party** – a company incorporated under the laws of its incorporation in terms of the applicable Order.

AND

- 1.2. **Sage South Africa (Pty) Ltd – the operator** – a company incorporated under the laws of the Republic of South Africa,

each having their registered offices and principal business places at the physical addresses and with the registration or identification numbers specified on this agreement's cover page, to fulfil the responsible party's obligation as the responsible party to enter into a contract with an operator as the responsible party's processor and vice versa.

### 2. DEFINITIONS AND INTERPRETATIONS

- 2.1. **'Applicable data protection laws'** means data protection laws applicable to the Sage entity with which you have contracted with, including:

- 2.1.1. Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of personal information and on the free movement of such data and repealing Directive 95/46/EC (General Data Protection Regulation).
- 2.1.2. the South African Protection of Personal Information Act 4 of 2013.
- 2.1.3. National implementing laws.
- 2.1.4. ePrivacy laws.
- 2.1.5. Other related laws agreed between the parties in writing.

- 2.2. **'Appropriate technical and organisational measures'** means regarding a given goal, the technical and organisational efforts that a reasonable person in the operator's position would use to achieve that goal as quickly, effectively, and efficiently as possible or as prescribed by applicable data protection laws.

- 2.3. **'Personal information'** means any information about a living human being or existing organisation (as applicable data protection laws require), provided that someone is capable of identifying them from that information.

- 2.4. **"Personal information Breach"** means a confirmed:

- 2.4.1. accidental or unlawful destruction, loss, alteration, unauthorized disclosure of or unauthorized third-party access to Personal information; or
- 2.4.2. similar incident involving Personal information (including a POPIA Data Breach), in each case for which a Responsible party is required under Data Protection Law to provide notice to competent data protection authorities or Data Subjects.

- 2.5. **'POPIA Data Breach'** means reasonable grounds to believe that Personal information has been accessed or acquired by any unauthorised person. For the purposes of a POPIA Data Breach, "reasonable belief" shall be deemed to exist following an appropriate and promptly conducted investigation that confirms Personal information has been accessed or acquired by any unauthorised person.

- 2.6. **'Personnel'** means any:

- 2.6.1. director, employee, or other person who works (permanently or temporarily) under either party's supervision; or
- 2.6.2. person who renders services to either party for the purpose of their obligations under this agreement as their agent, consultant, contractor, or other representative.

- 2.7. **'Processing'** means doing anything with personal information, including but not limited to, gathering it, disclosing it, or combining it with other information.

- 2.8. **'Sub operator'** means any downstream operator that the operator engages to process personal information in accordance with the principal agreement and this agreement, as those documents permit including Sage Affiliates, and third parties engaged by the operator in connection with the processing of personal information under the principal agreement and which process personal information in accordance with this Agreement.

- 2.9. **'Information Regulator'** means an Information Regulator as established in terms of the applicable data protection laws and as provided for in terms of Annexure 1.

- 2.10. **'Parties'** in this agreement means:
- 2.10.1. The Customer / End User is a responsible party as specified on this agreement's cover page (unless otherwise expressly indicated in this agreement) and means the person who determines the purpose ('why') and means ('how') of processing the personal information alone or in conjunction with others, although it is more important that they determine why to process the personal information than how, and those related to it; and
  - 2.10.2. Sage South Africa (Pty) Ltd is an operator as specified on this agreement's cover page (unless otherwise expressly indicated in this agreement) and means the person who: a) processes personal information on responsible party's behalf in terms of a contract and b) enters into this agreement with a responsible party; and c) its affiliates.
- 2.11. **'Principal agreement'** means the agreement between a responsible party and an operator in terms of which the operator processes personal information on the responsible party's behalf.
- 2.12. **'Responsible party's documented instructions'** means the principal agreement and any other relevant written agreements between the parties unless the parties agree otherwise in writing.
- 2.13. **Principal agreement terms.** In this agreement, the principal agreement's terms remain in full force and effect except as modified in this agreement.
- 2.14. **Undefined terms.** In this agreement, any terms not otherwise defined in this agreement have the meaning the principal agreement gives to them or if not defined in terms of the principal agreement, the meaning ascribed to them in the applicable data protection laws.
- 2.15. **Data protection law terms.** Terms used in this agreement that have meanings ascribed to them in applicable data protection laws, including 'data subject', 'processing', 'personal information', 'responsible party' and 'operator', carry the meanings set out under those laws to the extent that this principal agreement does not define them.
- 2.16. **Agreement terms prevail.** This agreement's provisions will prevail in the event of a conflict between any of the principal agreement's provisions and this agreement's provisions.

### 3. **PURPOSE**

- 3.1. This agreement adds supplementary requirements to a responsible party's principal agreement with the operator and clarifies the relationship between a responsible party and an operator in terms of the processing of personal information with regard to applicable data protection laws.

### 4. **APPLICATION**

- 4.1. This agreement applies when the operator is processing personal information on the responsible party's behalf for specific activities subject to applicable data protection laws to achieve the responsible party's purposes as set out in the principal agreement between a responsible party and the operator. It does not apply to any of the operator's:
- 4.1.1. processing on the responsible party's behalf in terms of any other activity not set out in the principal agreement between a responsible party and an operator; or
  - 4.1.2. other processing, such as on the operator's own behalf.

### 5. **REQUIREMENTS – PROCESSING BY THE OPERATOR**

- 5.1. **Measure guarantees.** The operator guarantees that they will implement appropriate technical and organisational measures to:
- 5.1.1. meet applicable data protection laws' requirements; and
  - 5.1.2. protect the data subject's rights.
- 5.2. **Required details.** To the extent that the principal agreement does not specify these details, Annexure 2 provides an overview of the following details related to the processing:
- 5.2.1. the processing's subject-matter.
  - 5.2.2. the processing's duration.
  - 5.2.3. the processing's nature.
  - 5.2.4. the processing's purpose.
  - 5.2.5. the personal information types.
  - 5.2.6. the data subject categories; and
  - 5.2.7. the responsible party's rights.
- 5.3. **Purpose pursuit.** The parties have entered into a principal agreement for the purposes set out in Annexure 2 and the operator may choose the means they consider necessary to pursue those purposes in their own discretion, provided that their choices are

compatible with:

- 5.3.1. this agreement's requirements; and
  - 5.3.2. particularly the responsible party's written instructions.
- 5.4. **Downstream operator contracts.** The operator must respect the conditions for downstream operator contracts in terms of applicable data protection laws.
- 5.5. **Downstream contract.** The operator must enter into a contract or other written agreement with any sub operator to govern processing by a sub operator in the same way as the contract or other agreement between the responsible party and operator, particularly when it comes to appropriate technical and organisational measures.

## 6. RESPONSIBLE PARTY AND OPERATOR

- 6.1. **Determination by responsible party.** A responsible party will determine the scope, purposes, and manner by which the operator may access or process the personal information, to the extent that the principal agreement does not adequately describe the operator's data processing activities.
- 6.2. **Processing instructions.** The operator may only process the personal information:
- 6.2.1. on a responsible party's documented instructions.
  - 6.2.2. to the extent that providing the services related to the processing activities requires them to.
- 6.3. **Infringing instructions notification.** The operator will immediately tell the responsible party if they believe that any instruction infringes applicable data protection laws, provided that this:
- 6.3.1. is not an obligation to monitor or interpret the laws that apply to the responsible party; and
  - 6.3.2. does not constitute legal advice to the responsible party.
- 6.4. **Responsible party's warranties.** The responsible party warrants that:
- 6.4.1. they (and their instructions to process personal information) comply with applicable data protection laws,
  - 6.4.2. they have all necessary rights to provide the personal information to the operator for the processing to be performed in relation to the services related to the processing activities.
  - 6.4.3. one or more lawful grounds set out in applicable data protection laws support the lawfulness of the processing; and
  - 6.4.4. their instructions to the operator or any sub the operator relating to processing of personal information will not put the operator or any sub operator in breach of applicable data protection laws.
- 6.5. **The responsible party's responsibilities.** To the extent that applicable data protection laws require, the Operator may charge the responsible party (and the responsible party is responsible for payment) where the operator assists the responsible party with the responsible party's data protection requirements or otherwise. The responsible party is responsible for making sure that certain designated personnel within their organisation:
- 6.5.1. provide all necessary privacy notices to data subjects.
  - 6.5.2. obtain any necessary data subject consent to the processing.
  - 6.5.3. maintain a record of such consent.
  - 6.5.4. communicate the fact that a data subject has revoked consent to process where a data subject does so.

## 7. DATA SHARING

- 7.1. **Responsibility for secure data transfer.** Each party is responsible for the secure transfer of any data they share with the other party.
- 7.2. **Technical and organizational safeguards for secure data transfer.** Each party must take appropriate technical and organisational measures to make sure that they transfer data securely to the other party. Technical measures may include the use of:
- 7.2.1. a virtual private network (VPN).
  - 7.2.2. secure file transfer protocol (SFTP).
  - 7.2.3. a web portal or an application with an encrypted connection; or
  - 7.2.4. any other means that will sufficiently secure the data stream from any incident that may compromise the integrity of the data concerned.

Organisational measures may include any methods that make sure personnel implement these technical measures, such as:

- 7.2.5. written policies.
- 7.2.6. documented procedures; and
- 7.2.7. necessary training.

## 8. CONFIDENTIALITY

- 8.1. **Authorised persons confidentiality.** The operator must make sure that their personnel authorised to process the personal information have committed themselves to confidentiality, such as by:
- 8.1.1. signing an appropriate confidentiality agreement; or
  - 8.1.2. being otherwise bound to a duty of confidentiality,
- or are under an appropriate statutory obligation of confidentiality.

## 9. SECURITY

- 9.1. **Data security.** The responsible party and the operator will implement appropriate technical and organisational security measures to make sure that the level of security is appropriate to the risks to the personal information in terms of applicable data protection laws, taking into account the:

- 9.1.1. state of the art (being the most recent level of development of technology of security measures at that particular time).
- 9.1.2. implementation costs.
- 9.1.3. processing nature, scope, context, and purposes; and
- 9.1.4. varying risks to people's rights and freedoms in terms of likelihood and severity.

- 9.2. **Security policies.** The responsible party and the operator will each maintain and fully implement written security policies that apply to personal information processing.

- 9.3. **Audits.** The operator must allow for and contribute to audits (including inspections) by the responsible party or another auditor that they mandate. The operator must immediately tell responsible party if they think the instruction to allow for and contribute to audits breaks the law.

- 9.4. **Audit terms.** The responsible party will be responsible for the cost of engaging any third-party auditor to conduct an audit. If the operator has commissioned an audit report which it offers to make available to the responsible party, the responsible party may only perform (or commission a third-party auditor to perform) its own audit if the responsible party, acting in good faith, is reasonably dissatisfied with the operator's audit report. The responsible party must (and must ensure that their third-party auditor does):

- 9.4.1. coordinate timing and scope of audit with the operator, so as to limit impact on the operator's services.
- 9.4.2. exclude the operator's other customers' data (including personal information) from the audit.
- 9.4.3. acquire the operator's approval before using any tools or software on the operator's infrastructure.
- 9.4.4. not include in the audit any sensitive data (including personal information, special personal information, or data that could harm the security of the services described in the principal agreement).
- 9.4.5. give the operator a reasonable opportunity to review the audit report and resolve any questions or issues of fact; and
- 9.4.6. keep the results of any audit confidential and not disclose them, unless otherwise required by law.

- 9.5. **Evidence of compliance.** The operator may use their adherence to either their approved:

- 9.5.1. Security Brochure and Privacy Policy; or
- 9.5.2. certification mechanism; or
- 9.5.3. proof that certification is underway

recognized under applicable data protection laws as an element to show compliance with the requirements set out in relevant data protection laws, provided that the Evidence of compliance supplied in terms of either section 9.5.1, 9.5.2 or 9.5.3 also addresses the requirements contained in Annexure 3 if:

- 9.5.4. Personal information Breach has occurred.
- 9.5.5. If Data Protection Regulator has requested evidence of compliance from the responsible party
- 9.5.6. If mandatory under Data Protection Law conferring the responsible party a direct audit right and provided that Customer shall only audit once in any 12-month period unless mandatory Data Protection Law requires more frequent audits.

## 10. IMPROVEMENTS TO SECURITY

- 10.1. **Cost negotiations.** The parties will negotiate the cost to implement material changes required by specific updated security requirements set out in applicable data protection laws or by data protection authorities of competent jurisdiction in good faith.
- 10.2. **Amendment negotiations.** The parties will negotiate an amendment to the principal agreement in good faith where one is necessary to execute a responsible party instruction to the operator to improve security measures as may be required by changes in applicable data protection laws from time to time.

## 11. DATA TRANSFERS: CROSS-BORDER

- 11.1. **Transferring instructions.** The operator may only transfer personal information to a third country or international organisation on the responsible party's documented instructions, unless required to do so by applicable law. The operator must tell the responsible party about the legal requirement before processing the personal data unless the law prohibits them from doing so in the public interest.
- 11.2. **Pre-authorized transfers.** The responsible party grants its authorisation for the transfers set out in Annexure 4 on conclusion of this agreement.
- 11.3. **Statutory mechanism cooperation.** The parties agree to cooperate in good faith if they are relying on a specific statutory mechanism to standardize international data transfers and:

- 11.3.1. the relevant authority subsequently modifies or revokes that mechanism; or
- 11.3.2. a court of competent jurisdiction holds it to be invalid.

by:

- 11.3.3. promptly suspending that transfer; or
- 11.3.4. pursuing a suitable alternate mechanism that can lawfully support the transfer.

- 11.4. **Responsibility.** The responsible party is responsible, and the operator is not responsible for any transfers of personal information that occurs where the responsible party (or the responsible party's users or customers) access the services described in the principal agreement through a browser from a third country or international organisation.

## 12. PROCESSING OF PERSONAL INFORMATION OUTSIDE OF THE EUROPEAN ECONOMIC AREA (EEA)

- 12.1. **The SCCs.** The standard contract clauses are the clauses set out in the European Commission's Decision of 5 February 2010 on standard contractual clauses for the transfer of personal data to data-processors established in third countries, under the Directive 95/46/EC on the protection of individuals with regard to the processing of personal data and on the free movement of such data (as the European Commission may amend or replace from time to time). They are incorporated into this agreement by this reference and attached in their current form as Annexure 5.

- 12.2. **Where they apply.** The standard contract clauses apply to any processing where the parties:

- 12.2.1. directly (or via onward transfer) transfer personal data outside of the EEA or otherwise to an undesignated territory; or
- 12.2.2. processes personal data originating in the EEA outside of it or otherwise in an undesignated territory.

An undesignated territory is another territory outside the EEA that the European Commission has not designated as ensuring an adequate level of protection according to relevant data protection law.

- 12.3. **Where they don't apply.** They do not apply:

- 12.3.1. to any personal data that the parties otherwise transfer or process; or
- 12.3.2. where the parties have adopted binding corporate rules or a similar mechanism or alternate recognised compliance standard for the lawful transfer of personal data outside the EEA.

- 12.4. **Transfer impact assessment.** Responsible party will, with the operator's cooperation and assistance, assess whether each intended transfer of personal data meets the following requirements:

- 12.4.1. the level of protection of the third country meets the level that applicable data protection laws require; and
- 12.4.2. the laws of the third country enable the operator to comply with the SCCs.

If the intended transfer does not meet these requirements, the parties will:

- 12.4.3. take supplementary measures to ensure a level of protection equivalent to the protection that applicable data protection laws provide; and
- 12.4.4. implement any guidance from the relevant supervisory authority to determine those supplementary measures.

### 13. INFORMATION OBLIGATIONS AND INCIDENT MANAGEMENT

13.1. **The operator incident notification.** In the event that there is a Personal information breach and/or a POPIA Data Breach, the operator shall notify the Responsible party, as soon as reasonably possible after becoming aware of a personal information incident without undue delay, provided that the incident has a material impact on personal information processing that is the subject of the principal agreement. The operator shall, where applicable, provide the Responsible party with reasonable information in its possession or any other information that will assist the Responsible party to:

- 13.1.1. notify the relevant Information Regulator in terms of the applicable data protection laws and/or.
- 13.1.2. to meet any other obligations set out in terms of the applicable data protection laws.

13.2. **Incident scope.** A personal information incident means:

- 13.2.1. a complaint or a request regarding the exercise of a data subject's rights under applicable data protection laws.
- 13.2.2. an investigation into or personal information seizure by government officials, or a specific indication that such an investigation or seizure is imminent.
- 13.2.3. any unauthorized, accidental, or otherwise unlawful personal information processing.
- 13.2.4. any breach of security or confidentiality in terms of this agreement leading to confirmed or possible risks to the personal information; or
- 13.2.5. where implementing an instruction received from the responsible party would violate applicable laws to which the responsible party or the operator are subject, in the opinion of the operator.

13.3. **Incident notification requirements.** The operator will address any incident notifications to the responsible party's employee whose contact details are set out in Annexure 1 of this agreement and should contain the following information to assist the responsible party in fulfilling its obligations under applicable data protection laws:

- 13.3.1. a description of the nature of the incident, including where possible the categories and approximate number of data subjects and personal information records concerned.
- 13.3.2. a description of the measures that the operator intends to take or has taken to address the security compromise.
- 13.3.3. the name and contact details of the operator's data protection officer or another contact point where the responsible party can obtain more information; and
- 13.3.4. a description of the likely consequences of the incident.
- 13.3.5. If known to the operator, the identity of the unauthorised person who may have accessed or acquired the personal information.
- 13.3.6. Such notification shall not be construed as an admission of fault or liability by the operator.

### 14. CONTRACTING WITH SUB OPERATORS

14.1. **Downstream operator restriction.** The operator may not subcontract any of their services related to the processing activities consisting of the processing of the personal information or assign their obligations to another operator without the responsible party's:

- 14.1.1. general written authorisation (provided that the operator tells the responsible party the details of any operator that they intend to subcontract or assign their obligations to and gives the responsible party an opportunity to object); or
- 14.1.2. prior specific authorisation.

14.2. **Prior specific authorisation.** The responsible party authorises the operator to engage the sub operators listed in Annexure 4 for the data processing activities related to the services described in Annexure 2.

14.3. **Sub operator changes.** The operator will inform the responsible party of any addition or replacement of the sub operators and give the responsible party an opportunity to object to such changes, provided that:

- 14.3.1. the parties will make a good-faith effort to resolve the responsible party's objection if the responsible party timeously sends the operator a written objection notice, setting forth a reasonable basis for objection; and
  - 14.3.2. each party may terminate the portion of the service which cannot be provided without the sub operator and the responsible party may request a pro-rated refund of the applicable service fees if the operator's efforts are not successful within a reasonable time.
- 14.4. **The operator remains liable.** The operator remains fully liable to the responsible party for any sub operator's failure to perform their data protection obligations despite the responsible party's authorisation.
- 14.5. **The operator's sub operator obligations.** The operator will:
- 14.5.1. make sure that the sub operator is bound by data protection obligations compatible with those of the operator under this agreement; and
  - 14.5.2. impose on its sub operators the obligation to implement appropriate technical and organizational measures in such a manner that the processing will meet the requirements of applicable data protection laws.
- 14.6. **The responsible party's verification right.** The responsible party may make sure that the operator has complied with its obligations that the responsible party has imposed on them in conformity with this agreement by:
- 14.6.1. requesting that the operator audit a third-party sub operator; or
  - 14.6.2. providing confirmation that such an audit has occurred.

## 15. RELATIONSHIP MANAGEMENT

- 15.1. **Data protection officer.** Both parties will appoint a data protection officer or other contact point, primarily responsible for the management of the relationship between the parties and the processing of personal information.
- 15.2. **Information security officer.** Both parties will appoint an information security officer primarily responsible for the technological and organisational measures necessary to establish and maintain the information security safeguards for personal information.
- 15.3. **Contact information.** Annexure 1 records the name, phone number, mobile number and email address of the data protection officer or other contact point and information security officers of both parties.
- 15.4. **Meetings.** The data protection officers or other contact points and any persons who the data protection officers or other contact points may deem necessary, will meet as and when either party requests ("the requesting party") such a meeting from the other party, provided reasonable notice is given to the other party and such notice shall not be less than 7 (seven) business days, to consider the processing of personal information by the operator . These meetings will cover the following routine agenda items:
- 15.4.1. the confirmation of the identity and contact details of the data protection officers or other contact points and information security officers of both parties.
  - 15.4.2. compliance with applicable data protection laws, rulings of relevant data protection authorities and the security measures contained in Annexure 3.
  - 15.4.3. novel threats that may pose a risk to personal data.
  - 15.4.4. advances in technologies and plans of either party to use different technologies; and
  - 15.4.5. any other relevant issue that may impact on the processing of personal information.

The data protection officers, or other contact points of both parties will cooperate to:

- 15.4.6. prepare an agenda including the routine agenda items and any other issues for each meeting.
- 15.4.7. minute the proceedings of each meeting, distribute the minutes of the meeting to all relevant parties within five business days of the meeting having taken place; and
- 15.4.8. if necessary, prepare amendments to annexures to this agreement for acceptance by the respective data protection officers or other contact points or information security officers and filing with the agreement.

## 16. RETURN OR DESTRUCTION OF PERSONAL INFORMATION

- 16.1. **Deletion or return obligations.** The operator must:
- 16.1.1. delete or return all the personal information to the responsible party, at the responsible party's choice; and
  - 16.1.2. delete all existing copies unless the law requires them to continue to store those copies.

when:



- 16.1.3. the operator has finished providing the responsible party with the services related to the processing.
- 16.1.4. this agreement or the principal agreement terminates.
- 16.1.5. the responsible party requests the operator to do so in writing; or
- 16.1.6. the operator has otherwise fulfilled all purposes agreed in the context of the services related to the processing activities where the responsible party does not require them to do any further processing.

16.2. **The operator's third-party termination obligations.** On termination of the agreement, the operator will notify all third parties supporting its own personal information processing.

## 17. ASSISTANCE TO THE RESPONSIBLE PARTY

17.1. **Assisting the responsible party respond.** The operator may, to the extent applicable, help the responsible party with appropriate technical and organisational measures to fulfil their obligation to respond to requests by data subjects exercising their rights, provided that:

- 17.1.1. the operator will assist the responsible party with appropriate technical and organisational measures insofar as possible to respond to requests by data subjects exercising their rights; and
- 17.1.2. the responsible party will be responsible for reasonable costs the operator incurs in providing this assistance.

17.2. **Other help to the responsible party.** The operator may help the responsible party with:

- 17.2.1. their obligations regarding security of processing; and
- 17.2.2. their prior consultation obligations in terms of applicable data protection laws.

considering the nature of the processing and the information available to the operator.

17.3. **Make compliance information available.** The operator must make all information necessary to show compliance with the legal rules that apply to the operators available to the responsible party on request.

17.4. **Access requests to personal information.** Subject to clause 17.1,

- 17.4.1. the Operator shall provide the responsible party with full co-operation and assistance in relation to any requests for access to, correction of or complaints made by data subjects relating to their personal information in a reasonable manner and format.
- 17.4.2. The operator shall confirm whether or not it holds personal information about a data subject, free of charge, provided that the responsible party has confirmed and acquired adequate proof of identity from a data subject.

## 18. LIABILITY AND INDEMNITY

18.1. Each Party's total cumulative liability to the other Party in terms of this Agreement, shall at all times be limited to the total fees actually paid by the responsible party to the operator in the preceding 12 (twelve) months from the date on which the cause of action arose or any shorter period if the principal agreement terminates for any reason prior to the end of the applicable term of the principal agreement.

18.2. Notwithstanding anything to the contrary in this Agreement, both parties, acknowledge and agree that they are, ultimately, responsible, and liable for fulfilling all their respective obligations, including applicable data protection laws, applicable to this Agreement

## 19. DURATION AND TERMINATION

19.1. **Commencement.** This agreement will come into effect on the effective date of the principal agreement.

19.2. **Duration.** The operator will process personal information until the principal agreement expires or terminates, unless:

- 19.2.1. the responsible party instructs them to do otherwise; or
- 19.2.2. they or their sub operator (as the case may be) returns or destroys the personal information (at the responsible party's choice).

## 20. GENERAL

20.1. **Governing law.** This agreement is governed by the laws of country specified in the relevant provisions of the principal agreement.

20.2. **Dispute resolution.** Any disputes arising from or in connection with this agreement will be brought exclusively before the competent court of the jurisdiction specified in the relevant provisions of the principal agreement except disputes that fall within the exclusive jurisdiction of the Information Regulator

## **Annexure 1: Officer Contact Information**

1. **The operator's data protection officer or contact point**

Contact information of the operator's data protection officer or other appropriate contact point:

- a) **Email address: [privacy.ZA@sage.com](mailto:privacy.ZA@sage.com)**

## Annexure 2: Requirement Details

### 1. Processing subject-matter

The processing's subject-matter:

- a) The provision of the operator's services to the responsible party, as detailed in the principal agreement.

### 2. Processing duration

The processing's duration:

- a) The duration of the principal agreement, including any transitional periods before the start or after termination of the principal agreement.

### 3. Processing nature

The processing's nature:

Any or all of the following processing natures, depending on the services described under the principal agreement, the responsible party's use of or requirements for the services, any specific requirements described in the principal agreement, or any third-party requests or other extraneous events:

- a) Collection
- b) Recording
- c) Organisation
- d) Structuring
- e) Storage
- f) Adaptation/alteration
- g) Retrieval
- h) Consultation
- i) Use
- j) Disclosure by transmission / dissemination or otherwise making available
- k) Alignment / combination
- l) Restriction
- m) Erasure / destruction
- n) Others: .....

### 4. Processing purpose

The processing's purpose:

Any or all of the following processing purposes, depending on the relevant circumstances:

- a) Providing the services described under the principal agreement
- b) Concluding contracts
- c) Adhering to obligations imposed by law or regulation
- d) Engaging in the operator's legitimate interests
- e) As otherwise described in the principal agreement
- f) Others: .....

### 5. Personal information type

The personal information type:

Any or all of the following personal information types, depending on the purposes:

- a) **Personal details** – being any information that identifies the data subject and their personal characteristics (e.g., name, address, contact details, age, sex, date of birth, physical description and any identifier issued by a public body, including a national identity number or passport number).
- b) **Education and training details** – being any information which relates to the education and any professional training of the data subject (e.g., academic records, qualifications, skills, training records, professional expertise, and student and pupil records).

- c) **Family, lifestyle, and social circumstances** – being any information relating to the family of the data subject and the data subject's lifestyle and social circumstances (e.g., current marriage and partnerships and marital history, details of family and other household members, habits, housing, travel details, leisure activities and membership of charitable or voluntary organisations).
- d) **Employment details** – being any information relating to the employment of the data subject (e.g., employment and career history, recruitment and termination details, attendance records, health and safety records, performance appraisals, training records and security records) and pension information).
- e) **Financial details** – being any information relating to the financial affairs of the data subject (e.g., income, salary, assets and investments, payments, creditworthiness, loans, benefits, grants, insurance details and pension information).
- f) **Goods and services provided** – being any information relating to goods and services that have been provided (e.g., goods or services supplied, licences issued, agreements and contracts).
- g) **Special categories of personal information** – being racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade union membership, and the processing of genetic data, biometric data for the purpose of uniquely identifying a data subject, data concerning health or data concerning a data subject's sex life or sexual orientation.
- h) **Criminal data** – being any criminal convictions and offences or related security measures, including personal information relating to: (a) the alleged commission of offences by the individual (b) proceedings for an offence committed or alleged to have been committed by the individual or the disposal of such proceedings, including sentencing.
- i) Others: .....

6. **Data subject categories**

The data subject categories:

Any or all of the following categories of data subjects relating to the responsible party, depending on the purposes:

- a) Staff, including volunteers, agents, and temporary or casual workers
- b) Customers or clients
- c) Suppliers
- d) Contact persons of corporate entities (e.g., at suppliers, customers, or clients)
- e) Members or supporters (including shareholders)
- f) Complainants, correspondents, or enquirers
- g) Relatives, guardians, or associates of other data subjects
- h) Advisers, consultants and other professional experts or legal representatives
- i) Partners, resellers
- j) Donors, supporters
- k) Students (if input by the responsible party)
- l) Offenders and suspected offenders (if input by the responsible party)
- m) Landlords or tenants
- n) Users of the services (described in the principal agreement) not included in the above
- o) Others: .....

**Annexure 3: Security Measures**

See <https://www.sage.com/en-gb/legal/status/governance/>

## Annexure 4: Authorized Cross-border Transfers

To be completed in the event of Cross-border data transfers.

Transfers to sub the operators in third countries for which the responsible party has granted its authorization, including countries outside the European Economic Area (EEA) without an adequate level of protection:

<b>Sub the operator Name</b>	<b>Country</b>
N/A	N/A
N/A	N/A
N/A	N/A

## Annexure 5: SCCs

### STANDARD CONTRACTUAL CLAUSES (PROCESSORS)

For the purposes of Article 26(2) of Directive 95/46/EC for the transfer of personal data to processors established in third countries which do not ensure an adequate level of data protection

The entity identified as “controller” in the agreement

(The data exporter)

And

The entity identified as “processor” in the agreement

(The data importer)

each a ‘party’; together ‘the parties’;

HAVE AGREED on the following Contractual Clauses (the Clauses) in order to adduce adequate safeguards with respect to the protection of privacy and fundamental rights and freedoms of individuals for the transfer by the data exporter to the data importer of the personal data specified in Appendix 1.

#### Clause 1

##### *Definitions*

For the purposes of these Clauses:

- (a) ‘Personal data’, ‘special categories of data’, ‘process/processing’, ‘controller’, ‘processor’, ‘data subject’ and ‘supervisory authority’ shall have the same meaning as in Directive 95/46/EC of the European Parliament and of the Council of 24 October 1995 on the protection of individuals with regard to the processing of personal data and on the free movement of such data;
- (b) ‘the data exporter’ means the controller who transfers the personal data;
- (c) ‘the data importer’ means the processor who agrees to receive from the data exporter personal data intended for processing on his behalf after the transfer in accordance with his instructions and the terms of these Clauses and who is not subject to a third country’s system ensuring adequate protection within the meaning of Article 25(1) of Directive 95/46/EC;
- (d) ‘the subprocessor’ means any processor engaged by the data importer or by any other subprocessor of the data importer who agrees to receive from the data importer or from any other subprocessor of the data importer personal data exclusively intended for processing activities to be carried out on behalf of the data exporter after the transfer in accordance with his instructions, the terms of these Clauses and the terms of the written subcontract;
- (e) ‘the applicable data protection law’ means the legislation protecting the fundamental rights and freedoms of individuals and, in particular, their right to privacy with respect to the processing of personal data applicable to a data controller in the Member State in which the data exporter is established;
- (f) ‘technical and organisational security measures’ means those measures aimed at protecting personal data against accidental or unlawful destruction or accidental loss, alteration, unauthorised disclosure or access, in particular where the processing involves the transmission of data over a network, and against all other unlawful forms of processing.

#### Clause 2

##### *Details of the transfer*

The details of the transfer and in particular the special categories of personal data where applicable are specified in Annex 1 which forms an integral part of the Clauses.

#### Clause 3

##### *Third-party beneficiary clause*

1. The data subject can enforce against the data exporter this clause, clause 4(b) to (i), clause 5(a) to (e), and (g) to (j), clause 6(1) and (2), clause 7, clause 8(2), and clauses 9 to 12 as third-party beneficiary.
2. The data subject can enforce against the data importer this clause, clause 5(a) to (e) and (g), clause 6, clause 7, clause 8(2), and clauses 9 to 12, in cases where the data exporter has factually disappeared or has ceased to exist in law unless any successor entity has assumed the entire legal obligations of the data exporter by contract or by operation of law, as a result of which it takes on the rights and obligations of the data exporter, in which case the data subject can enforce them against such entity.
3. The data subject can enforce against the subprocessor this clause, clause 5(a) to (e) and (g), clause 6, clause 7, clause 8(2), and clauses 9 to 12, in cases where both the data exporter and the data importer have factually disappeared or ceased to exist in law or have become insolvent, unless any successor entity has assumed the entire legal obligations of the data exporter by contract or by operation of law as a result of which it takes on the rights and obligations of the data exporter, in which case the data subject can enforce them against such entity. Such third-party liability of the subprocessor shall be limited to its own processing operations under these Clauses.

4. The parties do not object to a data subject being represented by an association or other body if the data subject so expressly wishes and if permitted by national law.

#### **Clause 4**

##### *Obligations of the data exporter*

The data exporter agrees and warrants:

- (a) that the processing, including the transfer itself, of the personal data has been and will continue to be carried out in accordance with the relevant provisions of the applicable data protection law (and, where applicable, has been notified to the relevant authorities of the Member State where the data exporter is established) and does not violate the relevant provisions of that State;
- (b) that it has instructed and throughout the duration of the personal data processing services will instruct the data importer to process the personal data transferred only on the data exporter's behalf and in accordance with the applicable data protection law and these Clauses;
- (c) that the data importer will provide sufficient guarantees in respect of the technical and organisational security measures specified in Annex 2 to these Clauses;
- (d) that after assessment of the requirements of the applicable data protection law, the security measures are appropriate to protect personal data against accidental or unlawful destruction or accidental loss, alteration, unauthorised disclosure or access, in particular where the processing involves the transmission of data over a network, and against all other unlawful forms of processing, and that these measures ensure a level of security appropriate to the risks presented by the processing and the nature of the data to be protected having regard to the state of the art and the cost of their implementation;
- (e) that it will ensure compliance with the security measures;
- (f) that, if the transfer involves special categories of data, the data subject has been informed or will be informed before, or as soon as possible after, the transfer that its data could be transmitted to a third country not providing adequate protection within the meaning of Directive 95/46/EC;
- (g) to forward any notification received from the data importer or any subprocessor pursuant to clause 5(b) and clause 8(3) to the data protection supervisory authority if the data exporter decides to continue the transfer or to lift the suspension;
- (h) to make available to the data subjects upon request a copy of these Clauses, with the exception of Annex 2, and a summary description of the security measures, as well as a copy of any contract for subprocessing services which has to be made in accordance with these Clauses, unless these Clauses or the contract contains commercial information, in which case it may remove such commercial information;
- (i) that, in the event of subprocessing, the processing activity is carried out in accordance with clause 11 by a subprocessor providing at least the same level of protection for the personal data and the rights of data subject as the data importer under these Clauses; and
- (j) that it will ensure compliance with clause 4(a) to (i).

#### **Clause 5**

##### *Obligations of the data importer*

The data importer agrees and warrants and agrees to procure that its Affiliates agree and warrant:

- (a) to process the personal data only on behalf of the data exporter and in compliance with its instructions and these Clauses; if it cannot provide such compliance for whatever reasons, it agrees to inform promptly the data exporter of its inability to comply, in which case the data exporter is entitled to suspend the transfer of data and/or terminate the contract;
- (b) that it has no reason to believe that the legislation applicable to it prevents it from fulfilling the instructions received from the data exporter and its obligations under the contract and that in the event of a change in this legislation which is likely to have a substantial adverse effect on the warranties and obligations provided by these Clauses, it will promptly notify the change to the data exporter as soon as it is aware, in which case the data exporter is entitled to suspend the transfer of data and/or terminate the contract;
- (c) that it has implemented the technical and organisational security measures specified in Annex 2 before processing the personal data transferred;
- (d) that it will promptly notify the data exporter about:
  - (i) any legally binding request for disclosure of the personal data by a law enforcement authority unless otherwise prohibited, such as a prohibition under criminal law to preserve the confidentiality of a law enforcement investigation,
  - (ii) any accidental or unauthorised access, and
  - (iii) any request received directly from the data subjects without responding to that request, unless it has been otherwise authorised to do so;
- (e) to deal promptly and properly with all inquiries from the data exporter relating to its processing of the personal data subject to the transfer and to abide by the advice of the supervisory authority with regard to the processing of the data transferred;
- (f) at the request of the data exporter to submit its data processing facilities for audit of the processing activities covered by the clauses which shall be carried out by the data exporter or an inspection body composed of independent members and



in possession of the required professional qualifications bound by a duty of confidentiality, selected by the data exporter, where applicable, in agreement with the supervisory authority;

- (g) to make available to the data subject upon request a copy of these Clauses, or any existing contract for subprocessing, unless these Clauses or contract contains commercial information, in which case it may remove such commercial information, with the exception of Annex 2 which shall be replaced by a summary description of the security measures in those cases where the data subject is unable to obtain a copy from the data exporter;
- (h) that, in the event of subprocessing, it has previously informed the data exporter and obtained its prior written consent;
- (i) that the processing services by the subprocessor will be carried out in accordance with clause 11;
- (j) to send promptly a copy of any subprocessor agreement it concludes under these Clauses to the data exporter.

## **Clause 6**

### *Liability*

1. The parties agree that any data subject, who has suffered damage as a result of any breach of the obligations referred to in clause 3 or in clause 11 by any party or subprocessor is entitled to receive compensation from the data exporter for the damage suffered.
2. If a data subject is not able to bring a claim for compensation in accordance with paragraph 1 against the data exporter, arising out of a breach by the data importer or his subprocessor of any of their obligations referred to in clause 3 or in clause 11, because the data exporter has factually disappeared or ceased to exist in law or has become insolvent, the data importer agrees that the data subject may issue a claim against the data importer as if it were the data exporter, unless any successor entity has assumed the entire legal obligations of the data exporter by contract or by operation of law, in which case the data subject can enforce its rights against such entity. The data importer may not rely on a breach by a subprocessor of its obligations in order to avoid its own liabilities.
3. If a data subject is not able to bring a claim against the data exporter or the data importer referred to in paragraphs 1 and 2, arising out of a breach by the subprocessor of any of their obligations referred to in clause 3 or in clause 11 because both the data exporter and the data importer have factually disappeared or ceased to exist in law or have become insolvent, the subprocessor agrees that the data subject may issue a claim against the data subprocessor with regard to its own processing operations under these Clauses as if it were the data exporter or the data importer, unless any successor entity has assumed the entire legal obligations of the data exporter or data importer by contract or by operation of law, in which case the data subject can enforce its rights against such entity. The liability of the subprocessor shall be limited to its own processing operations under these Clauses.

## **Clause 7**

### *Mediation and jurisdiction*

1. The data importer agrees that if the data subject invokes against it third-party beneficiary rights and/or claims compensation for damages under these Clauses, the data importer will accept the decision of the data subject:
  - (a) to refer the dispute to mediation, by an independent person or, where applicable, by the supervisory authority;
  - (b) to refer the dispute to the courts in the Member State in which the data exporter is established.
2. The parties agree that the choice made by the data subject will not prejudice its substantive or procedural rights to seek remedies in accordance with other provisions of national or international law.

## **Clause 8**

### *Cooperation with supervisory authorities*

1. The data exporter agrees to deposit a copy of this contract with the supervisory authority if it so requests or if such deposit is required under the applicable data protection law.
2. The parties agree that the supervisory authority has the right to conduct an audit of the data importer, and of any subprocessor, which has the same scope and is subject to the same conditions as would apply to an audit of the data exporter under the applicable data protection law.
3. The data importer shall promptly inform the data exporter about the existence of legislation applicable to it or any subprocessor preventing the conduct of an audit of the data importer, or any subprocessor, pursuant to paragraph 2. In such a case the data exporter shall be entitled to take the measures foreseen in clause 5 (b).

## **Clause 9**

### *Governing Law*

These Clauses shall be governed by the law of the Member State in which the data exporter is established.

## **Clause 10**

### *Variation of the contract*

The parties undertake not to vary or modify these Clauses. This does not preclude the parties from adding clauses on business related issues where required as long as they do not contradict these Clauses.

## **Clause 11**

### *Subprocessing*

1. The data importer shall not, and shall procure that its Affiliates shall not, subcontract any of its processing operations performed on behalf of the data exporter under these Clauses without the prior written consent of the data exporter. Where the data importer or its Affiliate subcontracts its obligations under these Clauses, with the consent of the data exporter, it shall do so only by way of a written agreement with the subprocessor which imposes the same obligations on the subprocessor as are imposed on the data importer or its Affiliate under these Clauses. Where the subprocessor fails to fulfil its data protection obligations under such written agreement the data importer shall remain fully liable to the data exporter for the performance of the subprocessor's obligations under such agreement.
2. The prior written contract between the data importer or its Affiliate and the subprocessor shall also provide for a third-party beneficiary clause as laid down in clause 3 for cases where the data subject is not able to bring the claim for compensation referred to in paragraph 1 of clause 6 against the data exporter or the data importer because they have factually disappeared or have ceased to exist in law or have become insolvent and no successor entity has assumed the entire legal obligations of the data exporter or data importer by contract or by operation of law. Such third-party liability of the subprocessor shall be limited to its own processing operations under these Clauses.
3. The provisions relating to data protection aspects for subprocessing of the contract referred to in paragraph 1 shall be governed by the law of the Member State in which the data exporter is established.
4. The data exporter shall keep a list of subprocessing agreements concluded under these Clauses and notified by the data importer pursuant to clause 5 (j), which shall be updated at least once a year. The list shall be available to the data exporter's data protection supervisory authority.

## **Clause 12**

### *Obligations after the termination of personal data processing services*

1. The parties agree that on the termination of the provision of data processing services, the data importer and the subprocessor shall, at the choice of the data exporter, return all the personal data transferred and the copies thereof to the data exporter or shall destroy all the personal data and certify to the data exporter that it has done so, unless legislation imposed upon the data importer prevents it from returning or destroying all or part of the personal data transferred. In that case, the data importer warrants that it will guarantee the confidentiality of the personal data transferred and will not actively process the personal data transferred anymore.
2. The data importer and the subprocessor warrant that upon request of the data exporter and/or of the supervisory authority, it will submit its data processing facilities for an audit of the measures referred to in paragraph 1.

### **Appendix 1 to the Standard Contractual Clauses**

Please see Annexure 2 for details of the data exporter, data importer, data subjects, categories of data, special categories of data (if appropriate) and processing operations.

### **Appendix 2 to the Standard Contractual Clauses**

Please see Annexure 3 for a description of the technical and organisational security measures implemented by the data importer in accordance with Clauses 4(d) and 5(c).