Shoprite Group of Companies Careers Terms and Conditions

I acknowledge and understand that the Shoprite Group of Companies ("the Company") operates in the retail sector, and that I have applied for a position within the Company where I will be required to deal directly or indirectly with Company monies, assets or property (including stock). I accept that the Company places a premium on a relationship of trust with its employees and that it must take reasonable steps to ensure the integrity and honesty of applicants for employment.

In view of the nature of the Company's business, the inherent requirements of employment with the Company, and the high degree of trust required by my possible employment, I by acceptance hereof, agree to the following:

1. That the Company may at any time enquire or conduct reference checks concerning my employment history.

2. That the criminal bureau of the South African Police Service ("SAPS")(or any other police or similar statutory body if outside RSA, where appropriate) may furnish the Company with full details concerning any previous convictions and/or any other relevant information in their possession and/or any decisions, judgements or orders given by a Court against me, if any, in the form that is usually supplied to the Court (Form SAP 60 or any other applicable document, if not in the RSA), or with the appropriate government body in any other country where I might be placed in employment for the purpose of obtaining the information referred to in this paragraph.

3. That the Company may conduct a credit check and/or make enquiries concerning my credit record with any credit bureau, credit data handler or other similar service of their choice.

4. The Company may conduct educational checks and/or enquiries concerning the validity of my qualifications with reputable background screening and verification specialists of their choice.

5. That the Company may require me to participate in psychological evaluation examination or similar assessment which it may require to determine my suitability for employment subject to the requirements of the relevant laws relating to such examination or assessments.

6. That if required by the Company to do so, immediately or within six weeks of the commencement of my employment, to submit to a medical examination to determine my suitability for employment, where this is an inherent requirement of the position for which I apply or a requirement of any employment benefit.

7. That my fingerprints or any other biometric image, data or imprint may be taken and retained by the Company and placed at the disposal of the SAPS (or any other police or similar statutory body if outside RSA, where appropriate), public or private body for any appropriate and legal purpose relating to this application for employment or my employment thereafter.

8. That I hereby grant permission to the Company to access my demerit point status in terms of the Administrative Adjudication or Road Traffic Offences Act of 1998 ("AARTO"), and to sign any statutory forms or consents required in connection therewith.

9. I indemnify the SAPS (or any other body referred to), and the Company and its employees and hold them harmless against any claims by me or any other person, that may arise, directly or indirectly, as a result of a disclosure of information, as well as any legal cost, including attorney and client costs, that may arise out of disclosure of any information contained in this document.

10. I also understand that my appointment will be subject to me supplying the Company with certified copies of my -qualifications, identity document and an acceptable medical certificate (where required by the Company and, where permitted, in terms of current legislation), and any other information required by the Company for the purpose of this application. I certify that the information supplied in this application is true, correct and complete in every aspect. I understand and accept that any incorrect or incomplete information may lead to my offer of employment being withdrawn and my service contract being terminated.

11. Your Privacy is important to us

11.1 The Shoprite Group is committed to protecting the privacy and personal data of its customers, employees, vendors and third parties, to be compliant with the Protection of Personal Information Act 4 of 2013 ("POPIA") and applicable international data protection legislation. Therefore, management and employees are required to adhere to these standards. An Information Officer has been appointed to ensure compliance with POPIA, international data protection legislation and data protection directives of the Shoprite Group.

11.2 We will not sell or share your information to any outside parties. The type of information we collect will depend on the purpose(s) for which it is collected and used. We will only collect information that we need for a specific purpose. We will only use or disclose personal information concerning your race or ethnic origin and criminal behaviour provided to us with your consent or in limited lawful circumstances provided for in POPIA.

11.3 You agree that we may collect, store and process your personal information, as received from your application for employment Information collected and processed includes but is not limited to:

- Personal contact details such as name, surname, title, addresses, telephone numbers and personal email addresses
- Date of Birth
- Nationality
- Gender
- Marital Status

Identity Number and/or Passport Number,

• Information pertaining to any disability you might have

• Copies of ID and/or Passport and marriage certificate (where applicable)

• Recruitment information including work permit documentation, references and other information included in a CV or cover letter which forms part of the recruitment process, like employment and education history including your qualifications, job application, employment references, right to work information and details of any criminal convictions that you declare)

• Previous employment details

• Previous salary/income history

• Credit and criminal record check information. This will include ongoing screening where this is required by law or by your position in the Company.

We will also collect, store and process the following categories of Special Personal Information (SPI) as defined in POPIA.:

• Information about your race/ethnicity

• Information about alleged criminal convictions/allegations and offences

11.4 You agree that we may keep your personal information until we destroy your information based on the Company's destruction standards. You have the right to ask for deletion or destruction of your personal information – we will do that unless the law requires us to keep it or if we need it for legitimate business purposes. You may delete your information directly in your candidate profile.

11.5 If applicable, we also require you to submit a password of your choice for your future access to your account information. To safeguard that your user name (your email address) and password remain confidential, DO NOT share this information with anyone. If you elect to receive employment related information, our newsletter or special promotions, your contact information will only be used for the delivery of these items. We do not allow third parties to collect information on our users.

11.6 The Shoprite Group may engage third-party service providers to assist with recruitment services. These third parties will process personal information on behalf of the Shoprite Group and are required to adhere to the same data protection standards as outlined in this policy. The Shoprite Group ensures that all third-party service providers are compliant with the Protection of Personal Information Act 4 of 2013 ("POPIA") and applicable international data protection legislation. By submitting your application, you consent to the processing of your personal information by these third parties for the purposes of recruitment.

12. Changes to these Terms and Conditions

Please note that we may unilaterally amend these terms and conditions from time to time. Please visit the Company website periodically to inform yourself of any changes.

13. If you have questions about these terms and conditions wish to give or withdraw consent, exercise preferences or access or correct your personal information, you agree to first attempt to resolve the concerns with us directly.