

SPAAN ZA (Pty) Ltd

Privacy Policy

Last Updated: 26 November 2024

Introduction

SPAAN ZA (PTY) Ltd ("SPAAN", "we", "our", or "us") values your privacy and is committed to protecting your personal information. This Privacy Policy explains how we collect, use, and safeguard your information and outlines your rights under the Protection of Personal Information Act, 2013 ("POPIA").

By using our services, registering on our platform (via USSD or web), or interacting with us, you consent to the practices described in this Privacy Policy.

What Information We Collect

We collect the following types of personal information:

- **Identifying Information:** Name, ID number, and date of birth.
- **Contact Information:** Email address, phone number, and physical address.
- **Employment Information:** Work history, qualifications, skills, and employment equity details.
- **Verification Information:** ID documents, qualification certificates, and criminal background checks.
- **Platform Interaction Data:** Usage patterns, search activities, and preferences.

How We Collect Your Information

- **Directly from You:** When you register, verify your profile, or use our services.
- **Automatically:** Through cookies and other tracking technologies on our web platform.
- **From Third Parties:** Verification partners, public records, or authorized representatives.

How We Use Your Information

We process your personal information for the following purposes:

- To provide and manage our services.
- To verify job seeker and employer profiles.
- To improve our platform and user experience.
- To send notifications and updates about your account or job opportunities.
- For compliance with legal obligations and regulatory requirements.

Sharing Your Information

Your personal information may be shared with:

- Verification agencies for ID, qualifications, and criminal checks.
- Employers or job seekers for recruitment purposes.
- Law enforcement or regulatory bodies, when required by law.
- Service providers who assist us in delivering our services, under strict confidentiality agreements.

We will never sell your personal information to third parties.

Your Rights

As a user of SPAAN, you have the following rights:

- **Access:** Request details of the personal information we hold about you.
- **Correction:** Update or correct inaccurate or outdated personal information.
- **Deletion:** Request deletion of your personal information, subject to legal and operational constraints.
- **Objection:** Object to the processing of your information for specific purposes.

To exercise these rights, contact us at info@spaan.co.za

How We Protect Your Information

We implement appropriate technical and organizational measures to safeguard your information, including:

- Secure servers and encryption for sensitive data.
- Access controls to prevent unauthorized access.
- Regular security audits and compliance checks.

Retention of Information

We retain your personal information only as long as necessary for the purposes outlined in this policy or as required by law.

Cookies and Tracking

We use cookies to enhance your experience on our website. By using our platform, you agree to the use of cookies. You can manage your cookie preferences through your browser settings.

International Data Transfers

If we transfer your data outside South Africa, we ensure that it is protected in line with local and international data protection standards.

Changes to This Privacy Policy

We may update this Privacy Policy periodically. The latest version will always be available on our website, and significant changes will be communicated to you.

Contact Us

If you have questions or concerns about this Privacy Policy or your personal information, please contact us at:



Email: info@spaan.co.za

Phone: 010 007 7226

Address: 35 Ferguson Road, Illovo, Sandton, 2196

