



ELECTRONIC MOTOR CONTROL SOLUTIONS

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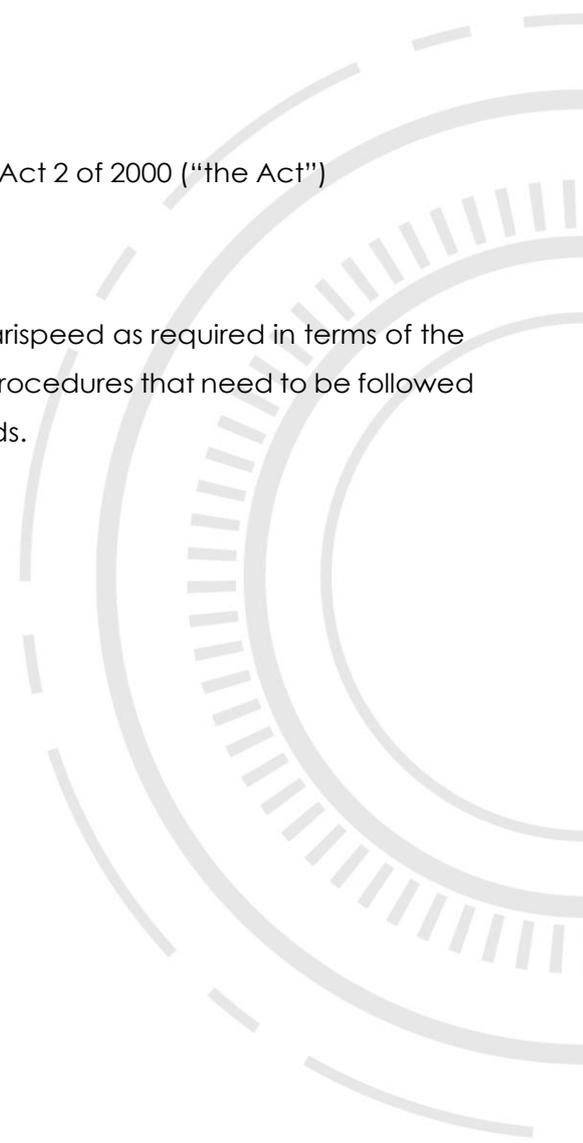
**PAIA MANUAL OF
VARISPEED A DIVISION OF HUDACO TRADING (PTY) LTD | REGISTRATION NUMBER 1984/005432/07
("Varispeed")**

in terms of

Section 51(1) of the Promotion of Access to Information Act 2 of 2000 ("the Act")

THE PURPOSE

The purpose of this document is to serve as the PAIA manual of Varispeed as required in terms of the Act, and to provide a reference as to the records held and the procedures that need to be followed to request access to such records.



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Linbro Business Park
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DURBAN

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Westmead
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Pinetown, 3600

CAPE TOWN

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Montague Gardens
Cape Town
7441
PO Box 438
Edgemead, 7407

HUDACO DIRECTORS

G.R. Dunford (Managing)
C.V. Amoils
L.F.J. Meiring
N. Mandindi*
D. Naidoo*
*Independent Non-Executive
Secretary: Hudaco Group
Financial Services Pty Ltd

DIVISIONAL DIRECTORS

L. Meiring
E.F. Joubert
E.D. Van De Velde
A Division of
Hudaco Trading (Pty) Ltd
Reg. No. 1984/005432/07
VAT No. 4490239094



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INTRODUCTION

Varispeed is a South African company, a division of Hudaco Trading (Pty) Ltd. We specialize in industrial and commercial motor control and automation solutions for the water, oil & gas, industrial, mining, marine, HVAC and agricultural sectors, amongst others.

SECTION I:

CONTACT PERSON AND ADDRESS DETAILS (as required by Section 51(1)(a))

The Managing Director ("M.D.") of Varispeed, Mr. Emile Joubert, has duly authorized the contact person below to ensure that the Act is complied with:

Contact Person: Erika van de Velde

Head Office Physical Address: 47 Galaxy Avenue, Linbro Business Park, Frankenwald, Sandton, 2090

Head Office Postal Address: PO Box 4204, Halfway House, 1685

Head Office Telephone: 27(0) 11 312 5252

Head Office Email Address: enquiries@varispeed.co.za

Website: <http://www.varispeed.co.za>





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SECTION II:

GUIDE ON HOW TO USE THE ACT (as required by Section 51(1)(b), as read with Section 10)

The South African Human Rights Commission has compiled a guide, in terms of Section 10 of the Act, containing such information as may be reasonably required by a person who wishes to exercise any right addressed in the Act. This guide was published in the first half of 2005 and access to it, and to any amended versions thereof, can be found on the website of the South African Human Rights Commission at www.sahrc.org.za, or a hard copy can be obtained from them directly.

The Human Rights Commission's contacts details are as follows:

Physical Address: Braampark Forum 3, 33 Hoofd Street, Braamfontein, Johannesburg

Postal Address: Private Bag X2700, Houghton, 2041

Telephone: +27(0) 11 877 3600

Telefax: +27(0) 11 403 0668

Email Address: PAIA@sahrc.org.za

Website: www.sahrc.org.za



SECTION III:

CATEGORIES OF RECORDS AVAILABLE (as required by Section 51(1)(c))

The following categories of records are automatically available without a person having to request access in terms of this Act:

1. Statutory records

- a. Memorandum of association
- b. Articles of association
- c. Certificate of incorporation
- d. Certificate to commence business
- e. Register of Directors
- f. Declarations of Directors' Interest
- g. Form CM5 – reservation of name
- h. Form CM7 – shortened form of name
- i. Form CM8 – defensive names
- j. Form CM9 – change of name
- k. Form CM11 – increase in authorized capital
- l. Form CM15 – allotment of shares
- m. Form CM14A – repurchase of shares
- n. Form CM18 – registration of Court Orders
- o. Form CM19 – redemption of preference shares
- p. Form CM21 – where records are kept if not at registered office
- q. Form CM22 – registered office
- r. Form CM25 – waive period of notice of meeting
- s. Form CM26 – special resolutions
- t. Form CM27 – consent to act as a director
- u. Form CM29 – directors and officers
- v. Form CM31 – appointment/resignation of auditors
- w. Form CM32 – change of year end
- x. Form CM45 – conversion of one type of company to the other
- y. Form CM52 – exemption to lodge annual financial statements



2. Listed company records available for inspection

- a. Share register
 - i. Monthly download from STRATE.
- b. Dividend register
 - i. Annual register as supplied by the transfer secretaries
- c. Financial statements
 - i. Annual report
 - ii. Interim report
 - iii. Preliminary results
 - iv. Trading updates published (profit forecasts)
- d. JSE news (SENS)
 - i. Appointments/resignation of directors
 - ii. Share dealings of directors
- e. Dividend declarations
- f. Announcements
 - i. Rights offers
 - ii. Mergers and acquisitions
 - iii. Share placings
 - iv. Claw-back offers
 - v. Scheme of arrangements
 - vi. Prelisting statements
- g. Corporate transactions
 - i. Circulars to shareholders
 - ii. Notices of general meetings
- h. Shareholders' meeting minutes
 - i. General meetings of the company
 - ii. Annual general meeting of the company



3. Corporate communications

- a. Press releases
- b. Analyst presentations
- c. Corporate mission statement

4. Human Resources

- a. Employment Equity returns to the Dept of Labour
- b. Work skills development plans submitted to relevant Sector Education and Training Authority (SETA)
- c. Standard Terms and Conditions of Employment applicable to all Staff

5. Intellectual property

- a. List of the Group's trademarks and registration numbers

6. Immovable property

- a. Title deeds

7. Company investments

- a. List of subsidiary companies, associates and joint ventures

8. Employee benefits

- a. Hudaco Industries Group Pension Fund
- b. Hudaco Industries Group Retirement Fund
- c. Hudaco Industries Group Provident Fund
- d. Old Mutual Superfund
- e. Discovery Medical Aid Scheme
- f. Cinagi Gap Cover

As the above are separate entities, information pertaining to these entities must be requested direct from those funds themselves.

The administrators of the retirement funds are Old Mutual.





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9. Auditors

The company's auditors for the year ended 30 November 2021 are BDO South Africa Incorporated, Wanderers Office Park, 52 Corlett Drive, Ilovo. With effect from the year ending 30 November 2022, the auditors shall be Deloitte & Touche, 5 Magwa Crescent, Waterval City, Midrand.

10. Share appreciation right scheme and share matching

11. Copies of the relevant trust deeds



SECTION IV:

RECORDS AVAILABLE IN ACCORDANCE WITH LEGISLATION (as required by Section 51(1)(d))

Records are available, where applicable, in accordance with the following current South African legislation (only to the extent that the relevant Act makes disclosure of records compulsory):

- The Occupational Health and Safety Act No. 29 of 1996
- The Hazardous Substances Act No. 15 of 1973
- The Health Act No. 63 of 1977
- The Atmospheric Pollution Prevention Act No. 45 of 1965
- The Compensation for Occupation Injuries and Diseases Act No. 130 of 1993
- The Stock Exchanges Control Act No. 1 of 1985
- The Value Added Tax Act No. 89 of 1991
- The Income Tax Act No. 58 of 1962
- The Companies Act No. 61 of 1973
- Basic Conditions of Employment Act No. 75 of 1997
- Employment Equity Act No. 55 of 1998
- The Labour Relations Act No. 66 of 1985
- Skills Development Act No. 97 of 1998
- The Medical Schemes Act No. 131 of 1998
- The Pension Funds Act No. 24 of 1956

SECTION V:

DETAIL TO FACILITATE A REQUEST FOR ACCESS TO RECORDS (as required by Section 51(1)(e))

Any request for access to records should be submitted on the prescribed form C (a copy of which is attached) which should be sent to the Contact Person whose name and address details appear in Section I hereof.

Varispeed has in its possession the following categories of records on the subject matters referred to hereunder:

CATEGORIES AND RECORD SUBJECTS

- Human Resources division
 - Personnel information
 - Training and development information
 - General files containing information on employee benefits and employee recruitment and selection information
- Sales division
 - List of products
 - List of customers
 - List of suppliers
- Information Technology division
 - Usage statistics
 - Equipment details
 - Costing of hardware and software
- Accounts division
 - Accounting Records
 - Investment Records
 - List of creditors and debtors
 - Management Reports



- VAT Records
- PAYE Records
- Consolidation Records
- Internal Reports and Communications
- Register of fixed and leased assets
- Stock Records
- Marketing division
 - Company brochures and publications
 - Documents relating to public relation events
 - Company media releases
- Companies division
 - Contracts and agreements
 - Pension, Provident and Retirement Fund Rules
 - Medical Aid Fund Rules
 - Company Policies
 - Insurance Records
 - Gap Cover Rules



SECTION VI:

ACCESS REQUEST PROCEDURE AND PRESCRIBED FEES

A request for access to records must be made in the prescribed Form C (a copy of which is attached) which should be sent to the address, fax number or electronic mail address.

Please note that an initial, non-refundable request fee of R57,00 (inclusive of VAT) is payable on submission. This fee is not applicable to personal requests, i.e. individual seeking access to records pertaining to those individuals themselves.

In the event that a request for access is successful, an access fee will be payable for the search, reproduction and/or preparation of records and will be calculated based on the fee prescribed under the Act. The access fee must be paid prior to access being given to the requested record.

Request for information will be evaluated and the applicant will be notified within 30 days after receipt of the request in the prescribed format of the following:

Notification of extension period (if required)

Applicants must take note that in terms of the Act the 30 days period mentioned above may be extended for a further period of not more than 30 days under certain circumstances (details will be provided together with the notification of such extension).

The access fee and/or deposit

The applicant will be informed of the access fee (if any) which is payable for having access to the records. In addition, a deposit may be requested which is fully refundable in the event that the application is ultimately refused.



Decision on request

The applicant will be informed whether or not the application for access has been denied, or granted. In the event that it is granted, the information referred to above pertaining to the access fee, any deposit payable and any other relevant matters will be advised. In the event that the applicant is refused the applicant will be given adequate reasons for the refusal and will be informed that the applicant may lodge an application with a Court against the refusal of the application, as well as the procedure (including the period) for lodging such application.

Grounds for refusal

The company may legitimately refuse to grant access to a requested record that falls within a certain category. Grounds on which the company may refuse include:

- Protecting personal information that the company holds about a third person (who is a natural person), including a deceased person, from unreasonable disclosure;
- Protecting commercial information that the company holds about a third party or the company (for example trade secrets, financial, commercial, scientific or technical information that may harm the commercial or financial interests of the company or the third party);
- If disclosure of the record would result in a breach of a duty of confidence owed to a third party in terms of an agreement;
- If disclosure of the record would endanger the life or physical safety of an individual;
- If disclosure of the record would prejudice or impair the security of property or means of transport;
- If disclosure of the record would prejudice or impair the protection of a person in accordance with a witness protection scheme;
- If disclosure of the record would prejudice or impair the protection of the safety of the public;
- The record is privileged from production in legal proceedings, unless the legal privilege has been waived;
- Disclosure of the record (containing trade secrets, financial, commercial, scientific, or technical information) would harm the commercial or financial interests of the company;
- Disclosure of the record would put the company at a disadvantage in contractual or other negotiations or prejudice it in commercial competition;
- The record is a computer program; and
- The record contains information about research being carried out or about to be carried out on behalf of a third party of the company.





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Records that cannot be found or do not exist

If the company has searched for a record and it is believed that the record either does not exist or cannot be found, the requestor will be notified by way of an affidavit or affirmation. This will include the steps that were taken to try to locate the record.

Third party information

If access is requested to a record that contains information about a third party, the company is obliged to attempt to contact this third party to inform them of the request. This enables the third party the opportunity of responding by either consenting to the access or by providing reasons why the access should be denied.

In the event of the third-party furnishing reasons for the support or denial of access, our designated contact person will consider these reasons in determining whether access should be granted, or not.



FORM C

REQUEST FOR ACCESS TO RECORD OF PRIVATE BODY

Section 53(1) of the Promotion of Access to Information Act, 2000(Act No.2 of 2000)). [Regulation 10]

A. PARTICULARS OF PRIVATE BODY

The Head:

B. PARTICULARS OF PERSON REQUESTING ACCESS TO THE RECORD

- (a) The particulars of the person who requests access to the record must be given below.
- (b) The address and/or fax number in the Republic to which the information is to be sent must be given.
- (c) Proof of the capacity in which the request is made, if applicable, must be attached.

Full names and surname: _____

Identity number: _____

Postal address: _____

Fax number: _____

Telephone number: _____ E-mail address: _____

Capacity in which request is made, when made on behalf of another person: _____

C. PARTICULARS OF PERSON ON WHOSE BEHALF REQUEST IS MADE

This section must be completed ONLY if a request for information is made on behalf of another person.

Full names and surname: _____

Identity number: _____





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D. PARTICULARS OF RECORD

(a) Provide full particulars of the record to which access is requested, including the reference number if that is known to you, to enable the record to be located.

(b) If the provided space is inadequate, please continue on a separate folio and attach it to this form. The requester must sign all the additional folios.

1. Description of record or relevant part of the record: _____

2. Reference number, if available: _____

3. Any further particulars of record: _____

E. FEES:

(a) A request for access to a record, other than a record containing personal information about yourself, will be processed only after a request fee has been paid.

(b) You will be notified of the amount required to be paid as the request fee.

(c) The fee payable for access to a record depends on the form in which access is required and the reasonable time required to search for and prepare a record.

(d) If you qualify for exemption of the payment of any fee, please state the reason therefore.

Reason for exemption of payment for the fee: _____



F. FORM OF ACCESS TO THE RECORD:

If you are prevented by a disability to read, view or listen to the record in the form of access provided for in 1 to 4 hereunder, state your disability and indicate in which form the record is required.

Disability _____ Form in which record is required _____

NOTES (Mark the appropriate box with an "X")

(a) Compliance with your request in the specified form may depend on the form in which the record is available.

(b) Access in the form requested may be refused in certain circumstances. In such a case you will be informed if access will be granted in another form.

(c) The fee payable for access to the record, if any, will be determined partly by the form in which access is requested.

1. If the record is in written or printed form:

copy of record*		inspection of record	
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2. If the record consists of visual images: (this includes photographs, slides, video recordings, computer-generated images, sketches, etc.)

view the images		copy of the images*		transcription of the images*	
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3. If the record consists of recorded words or information which can be reproduced in sound:

listen to the soundtrack (CD)		Transcription of soundtrack* (written or printed document)	
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4. If the record is held on computer or in an electronic or machine-readable form:

printed copy of record*		printed copy of information derived from the record*		copy in computer readable form (e.g. USB device)	
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If you requested a copy or transcription of a record (above), do you wish the copy or transcription to be posted to you? Postage is payable.	YES	NO
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G. Particulars of right to be exercised or protected:

If the provided space is inadequate, please continue on a separate folio and attach it to this form.

The requester must sign all the additional folios.

1. Indicate which right is to be exercised or protected: _____

2. Explain why the record requested is required for the exercise of protection of the aforementioned right: _____

H. NOTICE OF DECISION REGARDING REQUEST FOR ACCESS:

You will be notified in writing whether your request has been approved/denied. If you wish to be informed in another manner, please specify the manner and provide the necessary particulars to enable compliance with your request.

How would you prefer to be informed of the decision regarding your request for access to the record?

Signed at _____ this _____ day of _____ 20 _____

Signature of requester/person on whose behalf request is made

