



HARVESTIME (PTY) LTD

Reg No.: 2023/214018/07

Vat No.: 4740317211

Physical Address: 11 Hasset Road, Nuffield, Springs, Ekurhuleni, Gauteng, 1559

Privacy Policy

Harvestime Proprietary Limited | Effective: 18 August 2026

This Privacy Policy ("Policy") describes how and when Harvestime Proprietary Limited (registration number 2023/214018/07), a company incorporated under the laws of the Republic of South Africa, with its principal place of business at 11 Hasset Road, Nuffield, Springs, Ekurhuleni, Gauteng, 1559 ("Harvestime", "we", "us", or "our") collects, uses, and shares personally identifiable information ("Personal Information"). This Policy is issued in terms of the Protection of Personal Information Act 4 of 2013 ("POPIA") and the Electronic Communications and Transactions Act 25 of 2002 ("ECT Act").

What Personal Information Do We Collect?

We collect Personal Information to operate effectively and provide you with the best services and user experience, collecting only the minimum amount necessary to provide those services. In particular, we may collect:

- **Enquiries, Newsletters and Promotions** When you contact us, subscribe to newsletters, enter competitions, or participate in promotions, you may provide your full name, email address, mailing address, phone number, and other applicable information.
- **Website Information** When you access our website, we automatically collect your IP address, browser type and version, time zone setting, operating system, and website usage information. We also use first-party and third-party cookies. For more information, see the Cookies section below.
- **CCTV Footage** When accessing our manufacturing facilities and work areas, we may collect footage through our use of CCTV surveillance systems, in accordance with POPIA and applicable law.
- **Social Media Information** When interacting with our social media accounts, we may collect your email address, profile information, and contact details displayed on your social media profiles.
- **Agronomy and Grower Information** We process certain Personal Information about contracted growers and agricultural suppliers, including names, contact details, invoicing details, crop statistics, field production and storage location data, and agronomy records, to manage our relationships with our growers and to comply with food safety traceability requirements.
- **Visitor Information** When accessing our buildings, we may collect your name, contact details, vehicle registration number, and identification for security and food safety reasons.
- **Recruitment Information** When you submit a CV or application for employment, we collect your CV, qualifications, employment history, contact details, and other relevant information. If you are hired, our Employee Privacy Policy will describe the handling of your Personal Information in the employment context.
- **Supplier and Procurement Information** When you are providing services to us or selling products to us as a supplier, contractor, or vendor, we collect the Personal Information necessary for

performance of the services or delivery of products, including contact details, financial details, billing information, and relevant certifications.

- **B2B Customer Representatives** We may collect names, contact details, job function, and invoicing details in respect of representatives of our business customers to manage our customer relationships.
- **Individual Consumers and Product Enquiries** If you contact us about our products or services, we may collect your name, contact details, and details of your enquiry or complaint.
- **User-Generated Content** If you post materials or comments on our website or social media pages, we may use any Personal Information contained in those materials.
- **Identity Verification** When you exercise your rights under POPIA, we may ask for a copy of your identity document or other proof of identity to verify your identity.

Why Do We Use Your Personal Information?

We use your Personal Information for the following purposes:

- **Enquiries and Communications** To respond to your enquiries, manage newsletter subscriptions, administer competitions and promotions, and provide customer service.
- **Website Administration** To monitor and administer our website, analyse usage trends, ensure technological compatibility, improve website design, and prevent cyber security incidents.
- **Security and CCTV** To maintain a safe and secure environment for our people, visitors, products, and processes.
- **Social Media** To engage with customers and respond to enquiries through our social media accounts.
- **Grower and Supplier Relationships** To manage our relationships with growers and suppliers, process orders and deliveries, fulfil contractual obligations, comply with food safety regulatory requirements, and support sustainability assessments.
- **Recruitment** To recruit and appoint suitable candidates.
- **Customer Relationship Management** To manage B2B customer relationships, deliver products and services, issue invoices, and comply with accounting obligations.
- **Product Quality and Complaints** To address product complaints, conduct product recalls, and improve our products and services.
- **Legal and Compliance Purposes** To comply with applicable law, prevent and detect fraud, handle legal disputes, manage risk, and conduct corporate transactions.
- **Internal Administration** For internal administrative purposes including audit, governance, financial management, and business administration.

On What Basis Do We Use Your Personal Information?

Harvestime collects and uses your Personal Information on the following lawful grounds under POPIA:

- Processing is necessary for the conclusion or performance of a contract to which you are a party.
- Processing complies with a legal obligation imposed on Harvestime.
- Processing serves the legitimate interests of Harvestime or a third party, provided such interests are not outweighed by your interests, rights, or freedoms.
- You have provided consent to the processing for a specific, explicitly defined purpose.
- Processing is necessary to protect your legitimate interests or those of another person.

To Whom Do We Disclose Your Personal Information?

We do not sell or rent your Personal Information. We only share Personal Information with third parties who are bound by terms at least as restrictive as this Policy, and only in the following circumstances:

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- **Affiliates** We may share Personal Information with related companies and subsidiaries of Harvestime for the purpose of providing customer service, improving our products and services, and general business administration.
 - **Service Providers** We share Personal Information with third-party service providers (such as IT service providers, logistics providers, document storage providers, market research companies, and professional advisers) who only use it to perform services on our behalf, under our instructions.
 - **Customers** We may share Personal Information with customers to address traceability, food safety, and other regulatory or contractual requirements.
 - **Legal Disclosure** We may disclose Personal Information to courts, law enforcement agencies, the Information Regulator, and other government bodies where required by law or legal process.
 - **Business Transfers** In the event of a reorganisation, merger, or sale, we may transfer Personal Information to the relevant third party involved, subject to applicable law.
 - **With Your Consent** We may share Personal Information with other third parties where you have provided your prior consent.

Transborder Flows of Personal Information

Harvestime operates primarily in the Republic of South Africa. Where we transfer Personal Information outside South Africa, we will do so only in compliance with s72 of POPIA — that is, to countries providing an adequate level of protection, or subject to binding contractual obligations that provide equivalent protection, or where you have consented to the transfer.

How Do We Protect Your Personal Information?

We maintain appropriate technical and organisational measures to secure your Personal Information against loss, unauthorised access, disclosure, alteration, or destruction, as required by POPIA. In the event of a security breach involving Personal Information, we will notify the Information Regulator and affected data subjects as required by s22 of POPIA.

Please note that transmission of information via the internet is not completely secure. Despite our safeguards, we cannot guarantee the security of information transmitted to us via the internet.

How Long Do We Keep Your Personal Information?

We retain Personal Information for no longer than necessary for the purpose for which it was collected, subject to any statutory retention requirements. Retention periods are determined with reference to: the nature and sensitivity of the information; applicable statutes of limitation; ongoing contractual relationships; legal and regulatory obligations (including the Companies Act, Income Tax Act, BCEA, and LRA); and any ongoing or potential disputes. On expiry of the applicable retention period, Personal Information is securely destroyed or de-identified.

Your Rights Under POPIA

As a data subject, you have the following rights under POPIA:

- The right to be notified that your Personal Information is being collected and the purpose thereof.
- The right to access the Personal Information that we hold about you.
- The right to request correction or deletion of inaccurate, irrelevant, excessive, out-of-date, incomplete, misleading, or unlawfully obtained Personal Information.
- The right to object to the processing of your Personal Information in certain circumstances.
- The right to withdraw consent to processing at any time, where processing is based on consent.
- The right to submit a complaint to the Information Regulator.

To exercise any of these rights, please contact our Information Officer at:

Nicole Goncalves — Information Officer Harvestime Proprietary Limited Email: nicole@harvestime.co.za Tel: +27(0)11 365 3000 11 Hasset Road, Nuffield, Springs, Ekurhuleni, Gauteng, 1559

You also have the right to lodge a complaint with the Information Regulator of South Africa:

The Information Regulator (South Africa) JD House, 27 Stiemens Street, Braamfontein, Johannesburg, 2001 Email: infoereg@justice.gov.za Tel: 010 023 5207

Your Right to Object to Direct Marketing

You have the right to object at any time and free of charge to the processing of your Personal Information for direct marketing purposes. You may exercise this right by contacting our Information Officer at nicole@enduring.ventures or by using the unsubscribe link in any marketing communication.

Cookies and Other Technologies

Cookies and similar technologies are used when you visit our website. Cookies help us to provide you with a good experience, remember your preferences, and improve our website. You can control cookies through your browser settings. Please note that disabling certain cookies may affect the functionality of our website. For more information, please see our Cookie Policy available on our website.

Children

Our website is not directed at children under the age of 18. We do not knowingly collect Personal Information from children. If you are under 18, please do not provide any Personal Information to us without the consent of your parent or legal guardian. If we discover that we have collected Personal Information from a child without parental consent, we will delete it immediately.

External Links

Our website may contain links to third-party websites. This Policy does not apply to the collection, processing, and use of Personal Information by third parties whose websites we do not own or control. We encourage you to read the privacy policies of any third-party websites you visit.

Social Media

Harvestime is present on various social media platforms including LinkedIn, Facebook, and Instagram. When you interact with us on these platforms, both Harvestime and the relevant platform may collect and process your Personal Information. We encourage you to read the privacy policies of the relevant social media platforms.

Updates to This Policy

We may update this Policy from time to time to reflect changes in our practices, legal requirements, or our business. We will notify you of material changes by posting the updated Policy on our website and updating the effective date. Your continued use of our website after any update constitutes acceptance of the revised Policy.

Contact Us

If you have any questions about this Policy or about how we handle your Personal Information, please contact our Information Officer:

Nicole Goncalves — Information Officer, Harvestime (Pty) Ltd Email: nicole@harvestime.co.za
Tel: +27(0)11 365 3000

— End of Privacy Policy —