



Certification date: 12 April 2023.

Certificate of Compliance

Protection of Personal Information Act

Please note that **Job Crystal (Pty) Ltd** has been approved as POPIA Ready at the date of this Certificate.

We confirm that the abovenamed entity collects, stores and processes all personal information under its control in a secure, lawful manner and strictly in terms of the Protection of Personal Information Act 4 of 2013 ("POPIA"), its internal policies and contractual obligations.

Job Crystal (Pty) Ltd shall ensure that all personal information in its possession is accompanied by the necessary consent, where applicable, and is processed with the appropriate level of care, diligence and cybersecurity.

LELEGAL.

LEGAL CONSULTING SPECIALISTS