

African Oxygen Limited, registration number 1927/000089/06, with registered office at 23 Webber Street, Selby, a private company incorporated under and governed by the laws of South Africa ("Afrox" and its affiliated companies ("The Linde Group")), shares your concern about the protection of your personal information and is committed to safeguarding your privacy online. This is our policy regarding the privacy of information we collect on the Site. Please read it carefully to understand how your personal information will be treated.

By visiting the Site you are accepting the General Terms and Conditions of Usage including the terms set out in this Privacy Policy and are consenting to the practices described in this Privacy Policy.

To the extent allowed by applicable law, we may also, in the absence of consent, collect and use your personal information for the following reasons:

1. if it is necessary to carry out actions for the conclusion or performance of a contract between any entity in the Linde Group and yourself;
2. where it protects your legitimate interests; or
3. where it is in our legitimate interest to do so.

We review our privacy practices from time to time. Any changes to this Privacy Policy will be made in accordance with the Terms and Conditions of Usage.

The Afrox website may contain links to or from other sites, however Afrox can make no guarantee in respect of the privacy policies of these other websites and Afrox is in no way responsible for the content, security or privacy practices employed by these other sites. Afrox thus recommends that you read the privacy statements for each website that you may visit.

Collection

Afrox will collect personal information in a fair and lawful manner, and not in an unreasonably intrusive way. Afrox may collect information as a result of your participation in any promotions or competitions offered by our website, as well as from information you may provide when giving Afrox feedback in respect of the site.

The Information We Gather

Our sole purpose in gathering information about users is to provide the Services efficiently and effectively. We gather two types of information about users:

1. Tracking Information

Tracking information is information that is collected about every visitor to the Site, and is automatically gathered using "cookies". A "cookie" is a computer (text) file that is sent to a visitor's Web browser, by a Web server, in order to remember certain information. Per-session cookies are used on the Site to store information within a session. Per-session cookies are cached (stored in memory) and are only available while you are on the Site. They do not permanently record data and are not stored on your computer's hard drive. If per-session cookies were not used, moving around the web site would be a much slower process. Persistent cookies are used on the Site to store information that allows us to conduct online surveys and record whether you have expressed a preference not to take part in such surveys, in which case you will not be asked again. Persistent cookies are stored on your hard drive

for a length of time set by the Site administrator. You can set your browser to detect and reject cookies. Your Web browser may provide instructions on how to do this.

Please refer to Afrox's Cookie Policy for further information on the collection of cookies available on the Afrox website www.afrox.com.

2. Personal Information

Personal information is information that relates to an identifiable individual or juristic person. Examples of personal information include your name, e-mail address and other contact details, general enquiries, your activities when viewing the website, employment history and employee lifecycle information, service provider life cycle information and any industry body membership records. We limit the collection of personal information to what we need to know for the purpose of delivering the Services.

In certain circumstances, such as submitting your C.V./resume, you may be providing information classed as "sensitive personal data". By providing this information you will be consenting to the data being used for the specific purpose for which it was provided and for monitoring purposes. Such data will not be used for any other purpose without obtaining your prior consent.

Only your email address, name and surname, contact details and other information as we specify from time to time, constitutes compulsory information. All other information is optional. If you do not agree to share compulsory information with us, then you will not be able to make full use of the features that are offered by Afrox. If you do not agree to share your optional information with us, then you might not be able to enjoy all of the Services and Products offered by Afrox.

Use of the Information

1. Tracking Information

We use tracking information in aggregate form in order to improve your online experience by building high-quality, useful online Services. We do this by conducting online surveys, performing statistical analyses of users' activities, and by measuring demographics and interest regarding specific areas of the Site.

We may engage other organisations to analyse our Site traffic on our behalf. Whenever we contract with outside organisations we hold them accountable to protect personal information by adopting reasonable security measures, and restrict their use to the provision of the services Afrox has requested.

2. Personal Information

We may use the personal information you provide in a number of ways, including:

- Registration details - Your contact details and other data that you supply as part of the registration process are stored by us to enable you to access the Services on the Site and to provide you with the information you have requested.

- Recruitment - As part of the recruitment process on the Site, when you complete your profile, including your C.V./resume, personal information (including "sensitive personal data") will be made available for searching, viewing or downloading from the Site by authorised Aprox staff or their agents for the purpose of recruitment and selection.
- Information on Aprox's Products and Services - Your contact details will be used to provide you with the communications and the information you have requested. We may wish to use your contact details to provide you with meaningful information in future. You will be given choices about receiving such communications from us and your preferences will be respected. You may at any time opt out of receiving such communications by providing us with notice.
- To collect, analyse, report and respond to users' feedback.
- To customise various aspects of the Site to your preferences.
- To pre-complete online forms on the Site. For example, if you have provided an address once, the site computers may automatically fill in that information on an online form on future occasions. This is simply a convenience - no information is released to anyone unless you authorise its release, such as by clicking a "Submit" button.
- As may be necessary to support the operation of the Site, which may include, account maintenance, record keeping and research purposes.
- To prevent or detect fraud or abuse of the Site.

You hereby consent to the use by Aprox of the personal information that you have provided to Aprox for establishing your credit rating and to Aprox disclosing such information to credit control companies, banks and other institutions involved in rating credit.

We will hold your personal information for as long as is necessary in order to provide the relevant Service, monitor the Service over a reasonable time period or as may be reasonable given the circumstances in which the information is provided.

Disclosure and Transfer of Personal Information

We will not sell, trade or lease the personal information you entrust to us.

In connection with the uses described above we may disclose your personal information to other companies within The Linde Group of companies. The Linde Group operates the Personal Data Policy, which sets out global and consistent standards for protecting the personal data in our care.

In connection with the uses described above we may disclose your personal information to data processors, agents, sub-contractors and other organisations that provide services to The Linde Group. For example, emailing information, carrying out research or analysing feedback on our behalf. Whenever we contract with outside organisations we hold them accountable to protect personal information by adopting reasonable security measures, and restrict their use to the provision of the services The Linde Group has requested.

We will not otherwise disclose any personal information to any third parties, except when we believe in good faith that the law permits it, or to respond to an emergency. We reserve the right to transfer any such information to a third party in the event that we sell or otherwise transfer substantially all of the business of The Linde Group.

The Linde Group is an international organisation with operations worldwide. In connection with the uses described above and for business and operational reasons, we may transfer the personal information you have provided to any country in which The Linde Group operates which includes more

than 50 countries across Europe, Asia, the Americas, the Pacific and Africa. This may include countries where adequate data protection / privacy legislation does not exist. Our global approach to data protection requires the same high standards of security and protection for personal information in all geographies. We will ensure to the best of our endeavours that procedures and contracts are in place to protect your personal information.

Changing Personal Information

We recognise that some of the information that we collect from you during registration will change from time to time. You can change information you have previously provided to us at any time by providing us with written notice of any changes via the "Contact Us" facility.

Inactivating Personal Information

In respect of any recruitment activities conducted via the Site, by selecting the Inactive Profile Option you will inactivate your user profile. This means you will no longer be able to login to the career centre and your status will automatically be changed to "Candidate Withdrew" on all open jobs you have submitted your profile for. Your profile will remain in the database for archive and reporting purposes for a period of 4 years but will be removed from the active candidates list.

After a period of 4 years your data will be deleted from the database.

Security

We use reasonable security methods to protect the data that is provided to us and resides on our servers. However, no security system is impenetrable. We cannot guarantee the security of our servers, nor can we guarantee that information that users supply will not be intercepted while being transmitted to us over the Internet.

Queries

If you have questions about our Privacy Policy, please contact the Aprox Data Privacy Office at afrox.data.privacy@afrox.linde.com.

You have a right to lodge a complaint with the Information Regulator (infoereg@justice.gov.za) for any contravention of POPIA.