

BID CORPORATION LIMITED

Registration Number: 1995/008615/06

PROMOTION OF ACCESS TO INFORMATION ACT ('PAIA') MANUAL

for **Bid Corporation Ltd** and its subsidiaries, most notably those registered in South Africa, being: **Bidfood (Pty) Ltd**, **Crown Food Group (Pty) Ltd** and **Chipkins Puratos (Pty) Ltd** and their respective subsidiaries (collectively referred to as 'Bidcorp')

1. INTRODUCTION

- 1.1. The South African Promotion of Access to Information Act of 2000 (herein after referred to as "PAIA") was enacted with the purpose of addressing Section 32 (2) of the South African Constitution, which provides that any person has a right to gain access to any information held by a public or private body. If the record is requested from a private body the requester needs to prove that the record is required for the exercise or protection of a right and provided that no grounds of refusal contained in PAIA are applicable. PAIA sets out the requisite procedural issues attached to information requests.
- 1.2. Section 51 of PAIA obliges private bodies to compile a manual to enable a person to obtain access to information held by such body and stipulates the minimum requirements that the manual has to comply with.
- 1.3. This manual constitutes Bidcorp's PAIA manual which is compiled in accordance with section 51 of PAIA as amended by the Protection of Personal Information Act, 2013 (herein after referred to as "POPIA"), which gives effect to everyone's Constitutional right to privacy.
- 1.4. POPIA promotes the protection of personal information processed by public and private bodies, including certain conditions so as to establish minimum requirements for the processing of personal information. POPIA amends certain provisions of PAIA, balancing the need for access to information against the need to ensure the protection of personal information by providing
 - 1.4.1. for the establishment of an Information Regulator to exercise certain powers and perform certain duties and functions in terms of POPIA and PAIA;
 - 1.4.2. for the issuing of sector specific codes of conduct; and
 - 1.4.3. for the rights of persons regarding unsolicited electronic communications and automated decision making in order to regulate the flow of personal information,

and for matters concerned therewith.

1.5. This PAIA manual also includes information on the submission of objections to the processing of personal information; and requests to delete or destroy personal information or records in terms of POPIA.



2. COMPANY OVERVIEW

Bid Corporation Limited (Registration number: 1995/008615/06), is a South African registered company, listed on the Johannesburg Stock Exchange (JSE).

Bidcorp is an international broad-line foodservice group operating in developed and developing economies globally, on five continents. The business employs an entrepreneurially decentralised business model and operates as "Bidfood" in many geographies, grouped into four geographically defined divisions being:

- Australasia
- United Kingdom
- Europe
- · Emerging Markets

Bidcorp's corporate centre provides strategic direction, financial, risk and sustainability management, marketing, investor relations, corporate communications, corporate finance, houses investments and provides executive training to the group. The corporate centre adds value by identifying opportunities and implementing Bidcorp's decentralised entrepreneurial business model.

Further details on the Bidcorp group structure is available on the group website: http://www.bidcorpgroup.com.

Bidcorp operates through a number of legal entities. A detailed list is contained in the annually published Annual Integrated Report, updated at financial year end, 30 June, and can be viewed via this link:- http://www.bidcorpgroup.com/integrated-reports.php

3. ADMINISTRATION OF THE ACT

The details of the Information Officer and Deputy Information Officer who will administer all requests made in terms of PAIA for Bidcorp are as follows:

Information Officer: David Edward Cleasby

Deputy Information Officer: Leigh Roos

Postal address: Postnet Suite 136,

Private Bag X9976,

Sandton,

2146

Physical address: 2nd Floor, North Wing,

90 Rivonia Road,

Sandton,

2196

Phone number: +27 10 592 2150

Email: admin@bidcorp.co.za

Website: www.bidcorpgroup.com



4. INFORMATION REGULATORS GUIDE

The Regulator has made available a Guide to assist persons wishing to exercise an right contemplated in PAIA and POPIA.

Copies of the Guide are available in each of the official languages and can be obtained from the website of the Regulator https://www.justice.gov.za/inforeg/ or from the Information Officer.

Copies of the English and isiZulu guides are available for inspection at the office of the Information Officer during normal office hours.

5. OBJECTIVES OF THIS MANUAL

The objectives of this manual are:

- 5.1. to provide a list of all records held by Bidcorp and its subsidiaries;
- 5.2. to set out the requirements with regard to who may request information in terms of PAIA as well as the grounds on which a request may be denied;
- 5.3. to define the manner and form in which a request for information must be submitted; and
- 5.4. to comply with the additional requirements imposed by POPIA.

6. ENTRY POINT FOR REQUESTS

- 6.1. PAIA provides that a person may only make a request for information, if the information is required for the exercise or protection of a legitimate right.
- 6.2. Information will therefore not be furnished unless a person provides sufficient particulars to enable Bidcorp to identify the right that the requester is seeking to protect as well as an explanation as to why the requested information is required for the exercise or protection of that right. The exercise of any data subject's rights is subject to justifiable limitations, including the reasonable protection of privacy, commercial confidentiality and effective, efficient and good governance. PAIA and the request procedure contained in this manual may not be used for access to a record for criminal or civil proceedings, nor should information be requested after the commencement of such proceedings.
- 6.3. The Information Officer has been delegated with the task of receiving and coordinating all requests for access to records in terms of PAIA, in order to ensure proper compliance with PAIA and POPIA.
- 6.4. The Information Officer will facilitate the liaison internally on all of these requests.
- 6.5. All requests in terms of PAIA and this manual must be addressed to the Information Officer using the details in paragraph 3 above.

7. RECORDS HELD BY BIDCORP

7.1. Automatically available information

Information about Bidcorp on the group website, http://www.bidcorpgroup.com, is automatically available and need not be formally requested in terms of this manual.

7.2. Business records of Bidcorp

These records would include, amongst others, the following key topics -

7.2.1. financial records;



- 7.2.2. minutes of meetings;
- 7.2.3. strategic plans and other operational policies;
- 7.2.4. annual reports and other statutory reports; and
- 7.2.5. press releases and other publications.

(This list of business records is non-exhaustive.)

7.3. Personnel information

These records would include director and employment contracts, policies and remuneration details, as well as other records required to ensure the smooth functioning of the business operations.

7.4. Records held in accordance with other legislation

- 7.4.1. Bidcorp, being a foodservice company registered in South Africa, processes information in accordance with certain provisions of local legislation, most notably to persons or entities as specified in the following legislated acts:
 - 7.4.1.1. Basic Conditions of Employment Act No.75 of 1997
 - 7.4.1.2. Board Based Black Economic Empowerment Act No. 53 of 2003
 - 7.4.1.3. Carbon Tax Act No. 800 of 2019
 - 7.4.1.4. Companies Act No. 71 of 2008
 - 7.4.1.5. Compensation for Occupational Injuries and diseases Act No. 130 of 1993
 - 7.4.1.6. Competition Act No. 89 of 1998
 - 7.4.1.7. Consumer Protection Act No. 68 of 2008
 - 7.4.1.8. Credit Agreements Act No. 75 of 1980
 - 7.4.1.9. Customs and Excise Act No. 91 of 1964
 - 7.4.1.10. Electronic Communications Act of 2005
 - 7.4.1.11. Employment Equity Act No. 55 of 1998
 - 7.4.1.12. Financial Intelligence Centre Act No. 38 of 2001
 - 7.4.1.13. Financial Markets Act No. 19 of 2012 (and the rules and listing requirements of the JSE Securities Exchange authorised in terms thereof)
 - 7.4.1.14. Foodstuff, Cosmetic & Disinfectants Act No. 54 of 1972
 - 7.4.1.15. Income Tax Act No. 58 of 1962
 - 7.4.1.16. Labour Relations Act No. 66 of 1995
 - 7.4.1.17. Liquor Act of 2003
 - 7.4.1.18. Meat Safety Act No. 40 of 2000
 - 7.4.1.19. National Credit Act No. 34 of 2005
 - 7.4.1.20. Occupational Health and Safety Act No. 85 of 1993
 - 7.4.1.21. Pension Funds Act No. 24 of 1956
 - 7.4.1.22. Preferential Procurement Policy Framework Act, 2000
 - 7.4.1.23. Promotion of Access to Information Act No. 2 of 2000



Bid Corporation Ltd

- 7.4.1.24. Promotion of Equality and Prevention of Unfair Discrimination Act
 No. 4 of 2000
- 7.4.1.25. Protection of Personal Information Act No. 4 of 2013
- 7.4.1.26. Regulation of Interception of Communications and Provision of Communication-related Information Act No. 70 of 2002
- 7.4.1.27. Securities Transfer Tax Act No. 25 of 2007
- 7.4.1.28. Skills Development Act No. 97 of 1998
- 7.4.1.29. Skills Development Levies Act No. 9 of 1999
- 7.4.1.30. South African Revenue Services Act No. 34 of 1997
- 7.4.1.31. Standards Act No. 8 of 2008
- 7.4.1.32. Value Added Tax Act No. 89 of 1991

(This list of legislation and regulations is non-exhaustive.)

7.4.2. Bidcorp, with its global reach, may also be required to hold information in terms of certain provisions of applicable foreign legislation.

8. INFORMATION AVAILABLE IN TERMS OF POPIA

8.1. Categories of personal information collected by Bidcorp

Bidcorp may collect information relating to an identifiable, living, natural person, and where it is applicable, an identifiable, existing juristic person, including, but not limited to:

- 8.1.1. information relating to the race, gender, sex, pregnancy, marital status, national, ethnic or social origin, colour, sexual orientation, age, physical or mental health, well-being, disability, religion, conscience, belief, culture, language and birth of the person;
- 8.1.2. information relating to the education or the medical, financial, criminal or employment history of the person;
- 8.1.3. any identifying number, symbol, e-mail address, physical address, telephone number, location information, online identifier or other particular assignment to the person;
- 8.1.4. the biometric information of the person;
- 8.1.5. the personal opinions, views or preferences of the person;
- 8.1.6. correspondence sent by the person that is implicitly or explicitly of a private or confidential nature or further correspondence that would reveal the contents of the original correspondence;
- 8.1.7. the views or opinions of another individual about the person; and
- 8.1.8. the name of the person if it appears with other personal information relating to the person or if the disclosure of the name itself would reveal information about the person.

Bidcorp will ensure that all information gathered and stored will be done with the prior consent of the data subject.

8.2. The purpose of processing personal information

8.2.1. In terms of POPIA, personal information must be processed for a specified purpose. The purpose for which personal information is processed by Bidcorp



will depend on the nature of the personal information and the particular data subject. This purpose is ordinarily disclosed, explicitly or implicitly, at the time the personal information is collected.

8.3. A description of the categories of data subjects

Bidcorp holds information and records on the following categories of data subjects, which may be located locally or internationally, and may include, amongst others:

- 8.3.1. directors, employees / personnel of Bidcorp;
- 8.3.2. any third party with whom Bidcorp conducts business;
- 8.3.3. contractors of Bidcorp;
- 8.3.4. suppliers of Bidcorp; and
- 8.3.5. charities and community projects.

(This list of categories of data subjects is non-exhaustive.)

8.4. The recipients or categories of recipients to whom the personal information may be supplied

Depending on the nature of the personal information, Bidcorp may supply information or records to the following categories of recipients:

- 8.4.1. statutory oversight bodies, regulators or judicial commissions of enquiry making a request for personal information;
- 8.4.2. any court, administrative or judicial forum, arbitration, statutory commission, or ombudsman making a request for personal information or discovery in terms of the applicable rules;
- 8.4.3. South African Revenue Services, or another similar authority;
- 8.4.4. anyone making a successful application for access in terms of PAIA or POPIA; and
- 8.4.5. subject to the provisions of POPIA and other relevant legislation, Bidcorp may share information about a client's creditworthiness with any credit bureau or credit providers industry association or other association for an industry in which Bidcorp operates.

8.5. Planned transborder flows of personal information

As Bidcorp is an international foodservice business, transborder information flows do take place. Bidcorp will adhere to South African data protection legislation and wherever possible, Bidcorp will ensure compliance with relevant in-country data privacy legislation.

8.6. A general description of information security measures to be implemented by Bidcorp

Bidcorp takes extensive information security measures to ensure the confidentiality, integrity and availability of personal information in its possession. Bidcorp takes appropriate technical and organisational measures designed to ensure that personal information remains confidential and secure against unauthorised or unlawful processing and against accidental loss, destruction, or damage.



9. REQUEST PROCEDURE

9.1. Completion of the prescribed form

- 9.1.1. Any request for access to a record from a private body in terms of PAIA must substantially correspond with the form included in **Appendix A** hereto.
- 9.1.2. A request for access to information which does not comply with the formalities as prescribed by PAIA will be returned to you.
- 9.1.3. POPIA provides that a data subject may, upon proof of identity, request Bidcorp to confirm, free of charge, all the information it holds about the data subject and may request access to such information, including information about the identity of third parties who have or have had access to such information.
- 9.1.4. POPIA also provides that where the data subject is required to pay a fee for services provided to him/her, Bidcorp must provide the data subject with a written estimate of the payable amount before providing the service and may require that the data subject pays a deposit for all or part of the fee.
- 9.1.5. Grounds for refusal of the data subject's request are set out in PAIA and are discussed below.
- 9.1.6. POPIA provides that a data subject may object, at any time, to the processing of personal information by Bidcorp, on reasonable grounds relating to his/her particular situation, unless legislation provides for such processing. The data subject must complete the prescribed form attached hereto as **Appendix C** and submit it to the Information Officer at the postal or physical address or electronic mail address set out above.
- 9.1.7. A data subject may also request Bidcorp to correct or delete personal information about the data subject in its possession or under its control that is inaccurate, irrelevant, excessive, out of date, incomplete, misleading or obtained unlawfully; or destroy or delete a record of personal information about the data subject that Bidcorp is no longer authorised to retain records in terms of POPIA's retention and restriction of records provisions.
- 9.1.8. A data subject that wishes to request a correction or deletion of personal information or the destruction or deletion of a record of personal information must submit a request to the Information Officer at the postal or physical address or electronic mail address set out above on the form attached hereto as Appendix D.

9.2. Proof of identity

Proof of identity is required to authenticate your identity and the request. You will, in addition to this prescribed form, be required to submit acceptable proof of identity such as a certified copy of your identity document or other legal forms of identity.

9.3. Payment of the prescribed fees

- 9.3.1. The access fee is calculated by taking into account reproduction costs, search and preparation costs, as well as postal costs. These fees are set out in Appendix B.
- 9.3.2. Section 54 of PAIA entitles Bidcorp to levy a charge or to request a fee to enable it to recover the cost of processing a request and providing access to records. The fees that may be charged are set out in Regulation 9(2)(c) promulgated under PAIA.
- 9.3.3. Where a decision to grant a request has been taken, the record will not be disclosed until the necessary fees have been paid in full.



9.4. Timelines for consideration of a request for access

- 9.4.1. Requests will be processed within 30 (thirty) days, unless the request contains considerations that are of such a nature that an extension of the time limit is needed.
- 9.4.2. Should an extension be required, you will be notified, together with reasons explaining why the extension is necessary.

9.5. Grounds for refusal of access and protection of information

- 9.5.1. There are various grounds upon which a request for access to a record may be refused. These grounds include:
 - 9.5.1.1. the protection of personal information of a third person (who is a natural person) from unreasonable disclosure;
 - 9.5.1.2. the protection of commercial information of a third party (for example: trade secrets; financial, commercial, scientific or technical information that may harm the commercial or financial interests of a third party);
 - 9.5.1.3. if disclosure would result in the breach of a duty of confidence owed to a third party;
 - 9.5.1.4. if disclosure would jeopardise the safety of an individual or prejudice or impair certain property rights of a third person;
 - 9.5.1.5. if the record was produced during legal proceedings, unless that legal privilege has been waived;
 - 9.5.1.6. if the record contains trade secrets, financial or sensitive information or any information that would put Bidcorp at a disadvantage in negotiations or prejudice it in commercial competition; and/or
 - 9.5.1.7. if the record contains information about research being carried out or about to be carried out on behalf of a third party or by Bidcorp.
- 9.5.2. Section 70 of PAIA contains an overriding provision. Disclosure of a record is compulsory if it would reveal (i) a substantial contravention of, or failure to comply with the law; or (ii) there is an imminent and serious public safety or environmental risk; and (iii) the public interest in the disclosure of the record in question clearly outweighs the harm contemplated by its disclosure.
- 9.5.3. If the request for access to information affects a third party, then such third party must first be informed within 21 (twenty-one) days of receipt of the request. The third party would then have a further 21 (twenty-one) days to make representations and/or submissions regarding the granting of access to the record.

10. REMEDIES AVAILABLE TO A REQUESTER ON REFUSAL OF ACCESS

- 10.1. If the Information Officer decides to grant you access to the particular record, such access must be granted within 30 (thirty) days of being informed of the decision.
- 10.2. There is no internal appeal procedure that may be followed after a request to access information has been refused. The decision made by the Information Officer is final. In the event that you are not satisfied with the outcome of the request, you are entitled to apply to the Information Regulator or a court of competent jurisdiction to take the matter further.
- 10.3. Where a third party is affected by the request for access and the Information Officer has decided to grant you access to the record, the third party has 30 (thirty) days in



which to appeal the decision in a court of competent jurisdiction. If no appeal has been lodged by the third party within 30 (thirty) days, you must be granted access to the record.

11. AVAILABILITY OF THIS MANUAL

Copies of this manual are available for inspection, free of charge, at the offices of Bidcorp and it is available for download on Bidcorp's website: https://www.bidcorpgroup.com/paia.php.

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 7]

A.	Particulars of private body
The	Information Officer:
B. (a) (b) (c) Full	Particulars of person requesting access to the record The particulars of the person who requests access to the record must be given below. The address and/or fax number in the Republic to which the information is to be sent must be given. Proof of the capacity in which the request is made, if applicable, must be attached. names and surname:
	tity number:
Post	al address:
Tele	phone Number:
Fax	Number:
E-m	ail address:
	acity in which request is made, when on alf of another person:
pers	Particulars of person on whose behalf request is made section must be completed ONLY if a request for information is made on behalf of another con.
	
iden	tity number:
D. (a) (b)	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. 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.
Des	cription of record or relevant part of the record:
Refe	erence number (if available):
Any	further particulars of record:
E. (a) (b) (c) (d)	Fees 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. You will be notified of the amount required to be paid as the request fee. 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. If you qualify for exemption of the payment of any fee, please state the reason for exemption.
Rea	son for exemption from payment of fees:

	Form of access to record by a disable of 1 to 4 hereunder, state you	ility to i						
Disa	ability:							
Forr	m in which record is required	d:						
(a) (b) (c) Mar	TES: Compliance with your requise available. Access in the form requese be informed if access will access will access is requested. It he appropriate box with access.	ted ma be grar s to the	ny be refused nted in anoth e record, if an	l in cer er forn	tain circur n.	nstanc	es. In such	a case you will
1. I	f the record is written or p	orinted	form:					
0 1	Copy of record *				Inspection	on or re	ecora	
	f record consists of visua View the images		Copy of the				Transcription images*	
3. I	f record consists of recor	ded w	ords or info	rmatio				d in sound: vritten or printed
	Listen to the soundtrack	•			documei	nt)	· ·	vritten or printed
4. I	f record is held on compu	ter or			r machine	-read		
	Printed copy of record*		Printed cop information the record	deriv	ed from			mputer readable or compact
wis	ou requested a copy or tran h the copy or transcription t stage is payable.				ve), do yo	u	YES	NO
The Indi	Particulars of right to be e provided space is inadeque requester must sign all the cate which right is to be executed why the record requested.	uate, pi he add rcised	lease continu litional folio or protected	ie on a s. :				
info ena	Notice of decision regard will be notified in writing what med in another manner, placed be compliance with your rewould you prefer to be info	nether ; ease sp quest.	your request pecify the ma	has be anner a	and provid	le the r	necessary pa	articulars to
Signe	d at		this		day of			20

Appendix B - FEES IN RESPECT OF PRIVATE BODIES

Item	Description	Amount
1.	The "request fee" payable by every requester	R140.00
2.	Photocopy/printed black and white copy of A4-size page	R2.00 per page or part thereof
3.	Printed copy of A4-size page	R2.00 per page or part thereof
4.	For a copy in a computer-readable form on: (i) Flash drive (to be provided by requestor) (ii) Compact disc –	R40.00
	If provided by requestorIf provided to the requestor	R40.00 R60.00
5.	For a transcription of visual images per A4-size page	Service to be outsourced. Will depend on quotation from Service
6.	Copy of visual images	provider.
7.	Transcription of an audio record per A4-size page	R24.00
8.	Copy of an audio record on: (i) Flash drive (to be provided by requestor) (ii) Compact disc –	R40.00
	If provided by requestor	R40.00
	If provided to the requestor	R60.00
9.	To search for and prepare the record for disclosure for each hour or part of an hour, excluding the first hour, reasonably required for such search and preparation.	R145.00
	To not exceed a total cost of	R435.00
10.	Deposit: if search exceeds 6 hours	One third of amount per request calculated in terms of items 2 to 8.
11.	Postage, e-mail or any other electronic transfer	Actual expense, if any.

Appendix C - FORM 1 OBJECTION TO THE PROCESSING OF PERSONAL INFORMATION IN TERMS OF SECTION 11(3) OF POPIA

REGULATIONS RELATING TO THE PROTECTION OF PERSONAL INFORMATION, 2018 [Regulation 2]

Note:

- 1. Affidavits or other documentary evidence as applicable in support of the objection may be attached.
- 2. If the space provided for in this Form is inadequate, submit information as an Annexure to this Form and sign each page.
- 3. Complete as is applicable.

A DETAILS OF DATA S	SUBJECT
Name(s) and surname/ registered name of data subject:	
Unique Identifier/ Identity Number	
Residential, postal or	
business address:	
	Code:
Contact number(s):	
Fax number / E-mail address:	
B DETAILS OF RESPO	NSIBLE PARTY
Name(s) and surname/ Registered name of responsible party:	
Residential, postal or	
business address:	
	Code:
Contact number(s):	
Fax number/ E-mail address:	

С	REASONS FOR OBJE			11(1)(d) to (f)	
	(Please provide detailed	d reasons for the o	bjection)		
Signed at		this	day of		20
Ū					
					OF DATA SUBJECT / SIGNATED PERSON

Appendix D - FORM 2

REQUEST FOR CORRECTION OR DELETION OF PERSONAL INFORMATION OR DESTROYING OR DELETION OF RECORD OF PERSONAL INFORMATION IN TERMS OF SECTION 24(1) OF THE PROTECTION OF PERSONAL INFORMATION ACT, 2013 (ACT NO. 4 OF 2013)

REGULATIONS RELATING TO THE PROTECTION OF PERSONAL INFORMATION, 2018 [Regulation 3]

Note:

- Affidavits or other documentary evidence as applicable in support of the request may be 1. attached.
- 2. If the space provided for in this Form is inadequate, submit information as an Annexure to this Form and sign each page.
- 3. Complete as is applicable.

Rec	uest	for:
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Request for:	
Mark the appropriate box with an "x	" ·
•	the personal information about the data subject which is in ontrol of the responsible party.
, ,	a record of personal information about the data subject which is in control of the responsible party and who is no longer authorised to ation.
A DETAILS OF THE DATA	SUBJECT
Name(s) and surname / registered name of data subject:	
Unique identifier/ Identity Number:	
Residential, postal or business	
address:	
	Code:
Contact number(s):	
Fax number/E-mail address:	

DESIGNATED PERSON

В	DETAILS OF RESPONSI	BLE PARTY		
	s) and surname / red name of responsible			
Residential, postal or business address:				
		Code:		
Contac	t number(s):			
Fax nu	mber/ E-mail address:			
С	INFORMATION TO BE CO	ORRECTED/ D	ELETED/ DESTRUCTE	D/ DESTROYED
D	REASONS FOR *CORRE ABOUT THE DATA SUBJ POSSESSION OR UNDER REASONS FOR *DESTRI INFORMATION ABOUT T THE RESPONSIBLE PAR	IECT IN TERM R THE CONTR JCTION OR D THE DATA SUI	S OF SECTION 24(1)(a) OL OF THE RESPONSI ELETION OF A RECORI BJECT IN TERMS OF SI	WHICH IS IN BLE PARTY; and or D OF PERSONAL ECTION 24(1)(b) WHIC
	(Please provide detailed re			
ned at		this	day of	20
				· -
			SIGNAT	URE OF DATA SUBJEC