

BAZOOKA GROUP (PTY) LTD

POPIA Privacy Notice

Effective 30 September 2026 | Version 1.4 | Company registration 2026/626693/07 | PEA registration PEA1001367/7

Candidate submissions are open. BAZOOKA is registered as a Private Employment Agency (PEA1001367/7). Candidates may submit a CV through the secure website form or by email to recruitment@bazookagroup.com.

1. Responsible party and Information Officer

BAZOOKA GROUP (PTY) LTD is the responsible party for personal information processed through its website and business operations.

- Information Officer: Nazeema Basadien
- Position: Director and Information Officer
- Email: compliance@bazookagroup.com

2. Information we collect

BAZOOKA may process employer or supplier names, company details, business email addresses, telephone numbers, selected service requirements and the content of enquiries. For candidates, BAZOOKA may process names, contact details, location, employment history, qualifications, skills, role preferences, professional profile links, CVs and other information voluntarily supplied for recruitment purposes. Limited technical information may also be processed to secure and deliver the website.

Candidate information may be received through the website application form or at recruitment@bazookagroup.com. References, identity documents or other screening information will be requested only where relevant to a recruitment process.

3. Purposes and lawful grounds

- Responding to employer and supplier enquiries and taking requested pre-contract steps.
- Building and managing the candidate talent network, matching candidates to suitable roles and communicating about recruitment opportunities.
- Managing legitimate business relationships where those interests do not override individual rights.
- Meeting legal, regulatory, accounting and security obligations.
- Processing based on consent where consent is required and may be withdrawn.

BAZOOKA does not use enquiry information for unrelated direct marketing without an appropriate lawful basis.

4. Recipients and service providers

Access is limited to authorised BAZOOKA personnel and service providers supporting the relevant purpose. Current systems may include Google Workspace, Google Drive, website hosting and form infrastructure, LinkedIn, Indeed, Instagram, TikTok and WhatsApp Business where the person chooses those platforms. BAZOOKA does not sell personal information.

5. Cross-border processing

Technology providers may process information outside South Africa. BAZOOKA will use providers and safeguards intended to provide an adequate level of protection consistent with POPIA.

6. Retention and deletion

Business enquiries are kept only while needed to respond, develop the relationship and meet legal or evidential requirements. Enquiry records are reviewed at least annually and are ordinarily deleted or de-identified within 24 months after the last meaningful interaction unless a contract, dispute or law requires longer retention.

Candidate CVs and talent-network records are reviewed at least annually and are ordinarily deleted or de-identified within 24 months after the last meaningful recruitment interaction, unless the candidate asks for earlier deletion or an active recruitment process, placement, dispute or law requires longer retention.

7. Security

BAZOOKA applies reasonable technical and organisational safeguards, including access controls, private storage, account security and limiting access to people who need the information. Where a reportable security compromise occurs, BAZOOKA will follow POPIA notification requirements.

8. Data-subject rights

Subject to applicable law, a person may request confirmation, access or correction; object to certain processing; withdraw consent; request deletion where appropriate; or complain about processing. Requests should be sent to compliance@bazookagroup.com. Reasonable proof of identity may be required.

9. Cookies and analytics

The current website does not intentionally use advertising cookies or behavioural advertising. Essential platform technologies may be used to operate, protect and deliver the website. Appropriate notices and choices will be introduced before non-essential analytics or advertising technologies are added.

10. Complaints

Please contact BAZOOKA first at compliance@bazookagroup.com. A person may also lodge a complaint with the Information Regulator using the prescribed process.

- General enquiries: enquiries@inforegulator.org.za
- POPIA complaints: POPIAComplaints@inforegulator.org.za
- Information Regulator website: <https://inforegulator.org.za/contact-us/>

11. Updates

This notice will be reviewed when BAZOOKA changes its systems or processing activities, or when legal requirements change. The effective date and version will be updated accordingly.