

# Privacy statement, copyright and disclaimer

## Privacy Statement

DAV believes that the responsible use of personal information collected on its Web sites is critical to its business objectives and reputation. As part of our commitment to privacy, we have adopted this Online Privacy Statement.

The extent and type of information we receive from you on our external Web sites depends on the information you provide to us through our contact mailboxes. We only use your personally identifiable information to respond to your requests and to provide you with information about DAV's services, unless we obtain your permission to use your personal information for other purposes.

If you send us a resume or curriculum vitae (CV) to apply online for a position advertised by DAV, we will use the information provided to match you with available opportunities.

In addition, "cookies" (i.e. small text files placed on your computer when you first visit the site) are used on our Web sites. Most browsers now recognize when a cookie is offered and permit you to refuse or accept it. If you are not sure whether your browser has this capability, you should check with the software manufacturer, your company's technology help desk or your Internet service provider. Cookies are primarily used to enhance your online experience and are not used to track the navigational habits of identified visitors, unless we obtain your permission to do so. If you visit our sites to read or download information, such as news stories or articles, much of the information we do collect is statistical only (e.g., the domain from which you access the Internet, the date and time you access our site, and the Internet address of the Web site from which you linked directly to our site) and not personally identifiable. We use this information about the number of visitors and their use of the sites in aggregate form to make our sites more useful and attractive to you.

The personal information you provide to us will be retained only for as long as necessary to fulfill the purposes for which the information was collected or as required by law. We do not share personal information with third parties except as necessary to carry out our business or as required by law or other legal processes, and we never sell your personal information. In addition, DAV has technological and operational security policies and procedures in place to protect your personally identifiable information from loss, misuse, alteration or unintentional destruction. Our personnel who have access to the data have been trained to maintain the confidentiality of such information. DAV recognizes its responsibility for protecting the online privacy of your personal information. If you have questions or comments about our administration of your personal information, please contact us at [client@dav.co.za](mailto:client@dav.co.za) / [candidate@dav.co.za](mailto:candidate@dav.co.za). You may also use this address to communicate any concerns you may have regarding compliance with our Online Privacy Policy.

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