

## **MEDIA STATEMENT**

### **INFORMATION REGULATOR ISSUES ENFORCEMENT NOTICES FOR THE CONTRAVENTIONS OF POPIA AND PAIA BY PUBLIC AND PRIVATE BODIES**

**02 JUNE 2026**

The Information Regulator (Regulator) has issued Enforcement Notices for the contravention of the Protection of Personal Information Act 4 of 2013 (POPIA) and the Promotion of Access to Information Act 2 of 2000 (PAIA) against Central Johannesburg TVET College (CJC) and Sibanye Stillwater Limited.

#### **POPIA Contravention**

CJC was issued the Enforcement Notice following findings that the institution contravened several provisions of POPIA. The Enforcement Notice, dated 22 May 2026, follows complaints lodged by three affected individuals whose special personal information was unlawfully shared with third parties within the institution without legal justification. The information which was disclosed to the employer for purposes of governance and employee vetting included the complainant's qualifications and criminal charges and convictions, which were shared by the responsible party and the responsible party's employee in contravention of the provisions of POPIA.

The Regulator concluded that CJC failed to comply with key POPIA obligations, including:

- Failure to implement adequate accountability measures;
- Unlawful further processing and sharing of personal information;
- Failure to maintain appropriate security safeguards; and
- Failure to notify both the Regulator and affected individuals of the security compromise as required under section 22 of POPIA.

#### **PAIA Contravention**

Sibanye Stillwater Limited, a mining company with various other operations listed on the Johannesburg Stock Exchange, is ordered to set aside the decision to refuse access to the records sought by the complainant, who is a representative of a public interest organisation.

The complainant had requested, amongst other documents, all annual compliance reports for the years 2019 to 2023 for the Eastern and Western platinum mines.

The Regulator found that Sibanye's reliance on section 68 of PAIA (commercial information exemptions) was not supported by sufficient evidence to establish that disclosure would likely cause the alleged harm. The refusal to grant access was therefore not justified, and the private body also failed to identify any portions of the records that could be severed or redacted.

Sibanye Stillwater Limited is obligated to submit the Social and Labour Plan (SLP) contemplated in regulation 46, together with the application for the right. The SLP is valid and binding for 5 years, and the holder of the mining right must submit annual compliance reports. The SLPs are public documents and thus should have been made automatically available without a person having to make a PAIA request.

### **Penalty and sanctions**

The Enforcement Notice directs CJC to take several corrective actions within specified timeframes. The Enforcement Notice underscores the importance of compliance with POPIA and reinforces the obligation of all public and private institutions to safeguard personal information responsibly.

Sibanye Stillwater Limited is directed to comply with this Enforcement Notice within 31 days from the date of receipt, issued on 22 May 2026. PAIA gives effect to the constitutional right of access to information and promotes transparency and accountability by enabling access to records held by both public and private bodies where such records are required for the exercise or protection of rights

The Regulator warns that failure to comply with the Enforcement Notice constitutes an offence and may result in sanctions such as a fine, imprisonment, or both.

**For media enquiries or interviews contact Takalani Muvhali on [TMuvhali@infoRegulator.org.za](mailto:TMuvhali@infoRegulator.org.za) / 071 606 4515.**

**ISSUED BY THE INFORMATION REGULATOR OF SOUTH AFRICA.**