



Affinity Life
Limited

COMPLAINTS RESOLUTION POLICY

TERMS AND CONDITIONS OF USE

Use of all the Company Directives constitutes your agreement to the following:

1. All content in this document is the property of the Company.
2. The Company refers to entities affiliated with, subsidiary to or directly associated with and managed through or by the Company.
3. The content, therefore, belongs to the Company and is protected by South African and international copyright laws. All rights in this regard are reserved.
4. This document is for the use of the Company's employees, approved stakeholders, service providers and policyholders only.
5. This document may not be modified, copied, distributed, transmitted, reproduced, published, transferred, or sold by any employee or stakeholder to any other entity or being.
6. Use of this document is conditional on acceptance by the user of these terms and conditions and the information contained herein.
7. Where the context so indicates, the masculine pronoun shall include the feminine and the neuter, and the singular shall include the plural.
8. The terms "natural person" and "juristic entity" can be used interchangeably to afford the intended meaning to be conveyed based on the context indicated.
9. External stakeholder requests for access to internal Policies, Procedures, Frameworks, Charters, or other relevant documents must be addressed through the Internal Compliance Officer as the nominated Chief Information Officer of the Company.

1. INTRODUCTION

1.1. PURPOSE AND OBJECTIVES

The purpose of this policy is to outline the approach of the Company in dealing with Complaints received from members and prospective members.

1.2. SCOPE / FIELD / APPLICATION

This directive applies to all employees of the Company with specific reference to those employees in the Sales, Complaints, Customer Care, Claims and Pre-Authorisation Departments. To ensure widespread understanding, all staff shall be thoroughly aware of the principles set out in this document.

1.3. AVAILABILITY

The document is readily available to all employees and managers and all these stakeholders shall be appropriately and informed of its provisions. Access to internal procedures, documentation and policies is available to external stakeholders on request.

1.4. RESPONSIBILITY AND AUTHORITY

The responsibility of the implementation of this policy lies with the Complaints Manager, Complaints Department as well as the Management of the Company.

2. POLICY

2.1. CATEGORISATION OF COMPLAINTS

Complaints are differentiated to ensure that the appropriate attention is given to complaints depending on their nature. Complaints are categorised in accordance with the following minimum categories:

- a) complaints relating to the design of the policy or related service, including the premiums or other fees or charges related to that policy or service;
- b) complaints relating to information provided to policyholders;
- c) complaints relating to advice;
- d) complaints relating to policy performance;
- e) complaints relating to service of policyholders, including complaints relating to premium collection or lapsing of policies;
- f) complaints relating to policy accessibility, changes, or switches;
- g) complaints relating to complaints handling;
- h) complaints relating to insurance risk claims, including non-payment of claims; and
- i) other complaints.

2.2. WHAT CONSTITUTES A COMPLAINT?

The Company views any expression of dissatisfaction with its services, products, or conduct, as a complaint. Under the Policyholder Protection Rules “complaint” means an expression of dissatisfaction by a person to an insurer or, to the knowledge of the insurer, to the insurer’s service provider, relating to a policy or service provided or offered by that insurer which indicates or alleges, regardless of whether such an expression of dissatisfaction is submitted together with or in relation to a policyholder query that -

- a) the insurer or its service provider has contravened or failed to comply with an agreement, a law, a rule, or a code of conduct which is binding on the insurer or to which it subscribes;
- b) the insurer or its service provider’s maladministration or wilful or negligent action or failure to act, has caused the person harm, prejudice, distress, or substantial inconvenience; or
- c) the insurer or its service provider has treated the person unfairly;

The Financial Advisory and Intermediary Services Act 37 of 2002 defines a “Complaint” as a Complaint relating to a financial service rendered by an FSP or its representatives to a member or prospective member on or after the date of commencement of the FAIS Act, and in which it is alleged that the provider or its representative has:-

- a) the financial institution or its service provider has contravened or failed to comply with an agreement, a law, a rule, or a code of conduct which is binding on the financial institution or to which it subscribes;
- b) the financial institution or its service provider’s maladministration or wilful or negligent action or failure to act, has caused the complainant harm, prejudice, distress, or substantial inconvenience; or,
- c) the financial institution or its service provider has treated the complainant unfairly and regardless of whether such an expression of dissatisfaction is submitted together with or in relation to a customer query.

2.3. TRACKING AND RECORDING OF COMPLAINTS

As an authorised financial services provider, the FSP is committed to rendering services honestly, fairly, with due skill and it is for this reason that other complaints by members are recorded and tracked for quality control purposes.

In addition to valid member complaints, the following is also recorded and tracked:

- a) unjustified or invalid complaints;
- b) non-member complaints;
- c) service provider complaints.

2.4. LODGING COMPLAINTS

Any member, or prospective member, which has experienced any of the categories of complaints mentioned above in 2.1, may lodge a complaint in writing or verbally.

2.5. SUBMITTING A COMPLAINT

Complaints may be submitted as follows: -

- by email;
- by fax;
- via the website;
- via social media (Facebook, Google reviews, Hello Peter); or
- telephonically.

Any complaints received by company employees should be forwarded to the Complaints Department without delay. This can either be done electronically or telephonically. Any complaints received from legal entities representing dissatisfied members, the Regulator, or the Ombudsman should be relayed to the Complaints Department without delay. A central email address (complaints@affinitylifeltd.co.za) is used to communicate with all members that have lodged a complaint.

2.6. BASIC PRINCIPLES OF THE COMPLAINTS RESOLUTION SYSTEM

The Company is committed to maintain an internal complaint resolution system and procedures based on the following: -

- a) Maintenance of a comprehensive complaints policy that outlines the Company's commitment to, and system and procedures for, internal resolution of complaints;
- b) Transparency and visibility: ensuring that members have full knowledge of the procedures for resolution of their complaints;
- c) Accessibility of facilities: ensuring the existence of easy access to such procedures at any office or branch of the provider is open to members, or through ancillary postal, fax, telephone, or electronic helpdesk support; and
- d) Fairness: ensuring that a resolution of a complaint can during and by means of the resolution process be affected which is fair to both members and the company and its employees.

2.7. STANDARDS FOR RECORD KEEPING

To ensure effective complaints monitoring and analysis, complaints need to be accurately, efficiently, and securely recorded. Complaints recorded include: -

- a) all relevant details of a complainant and the subject matter of the complaint;
- b) copies of all relevant evidence, correspondence, and decisions;
- c) the complaint categorisation as set out in 2.1;
- d) progress and status of complaints, including whether such progress is within or outside the prescribed timeline.

The following data in relation to complaints needs to be recorded on an ongoing basis:-

- a) number of complaints received, upheld, rejected and the reason for rejection;
- b) number of complaints escalated by complainants using the internal complaints escalation process;
- c) number of complaints referred to the Regulators (CMS or Ombud) and their outcome;
- d) compensation and goodwill payments;
- e) total number of complaints outstanding.

Records of complaints shall be appropriately maintained for a period of five years and regular reporting to senior management will be conducted.

2.8. ESCALATION AND REVIEW PROCESS

The complaints escalation and review process should: -

- a) follow a balanced approach, bearing in mind the legitimate interests of all parties involved including the fair treatment of the complainants;
- b) provide for escalation of complex or unusual complaints at the instance of the initial complaint handler;
- c) provide for complainants to escalate complaints not resolved to their satisfaction;
- d) be allocated to an impartial, senior functionary within the insurer or appointed by the insurer for managing the escalation and review process.

2.9. APPEALS

A complainant that is aggrieved at the outcome of a complaint is entitled to appeal the decision of the Company. Complainants will be advised of this right when the outcome of a complaint is communicated.

Internal appeals against a decision may be lodged, in writing and will be assessed by the Complaints Manager who will provide an outcome to the complainant, within two weeks of receipt of the appeal. The complainant will also be advised of further steps, such as the right to refer the dispute to the Regulator, Ombud or Tribunal, for further review.

2.10. UPHELD AND REJECTED COMPLAINTS

Where a complaint is upheld, any commitment to make a compensation, goodwill payment or to take any other action must be conducted without undue delay and within any agreed timeframes.

Where a complaint is rejected, the complainant must be provided with clear and adequate reasons for the decision and must be informed of any applicable escalation or review processes, including how to use them and any relevant time limits. The member may, within the required timeframes outlined in legislation, pursue the relevant Regulator with the complaint.

Details of relevant Regulatory bodies, are as follows:

Particulars of the Council for Medical Schemes

Private Bag x 34, Hatfield 0028

Tel: 0861 123 267

Fax: 086 673 2466

Email: complaints@medicalschemes.com

Website: www.medicalschemes.com

Particulars of the FAIS Ombudsman

PO Box 74571, Lynnwood Ridge 0040

Tel: 012 470 9080 to 012 470 9097

Fax: 012 348 3447

Email: info@faisombud.co.za

Website: www.faisombud.co.za

Particulars of Long-Term Insurance Ombudsman

National Financial Ombud Scheme

Physical Addresses:

Johannesburg: 110 Oxford Road, Houghton Estate, Johannesburg, 2198

Cape Town: Claremont Central Building, 6th Floor, 6 Vineyard Road, Claremont, 7708

Contact Information:

Tel: 0860 800 900

Email: info@nfosa.co.za

Website: www.nfosa.co.za

2.11. EMPLOYEE TRAINING

The Company undertakes to: -

- a) ensure that adequate training is provided to all relevant employees, ensuring full knowledge of all applicable legislation regarding resolution of complaints;
- b) have an appropriate combination of experience, knowledge and skills in complaints handling, fair treatment of members, the subject matter of the complaints concerned and relevant legal and regulatory matters;
- c) not be subject to conflict of interest;
- d) be empowered to make impartial decisions or recommendations;
- e) ensure that employees are aware of provisions for the escalation of reportable complaints; and
- f) ensure that employees are made aware of the contents of this policy as well as its effect and purpose.

2.12. COMMUNICATION TO THE INSURER AND REGULATOR

When the Company has received a complaint from a complainant via the insurer the following is to be conducted:-

- a) acknowledge receipt of complaint from Insurer;
- b) Complaints Manager to allocate complaint to a relevant Complaints Officer;
- c) Complaints Officer to communicate with the Complainant and resolve complaint;
- d) feedback of the outcome to be provided to the insurer.
- e) The Company will ensure the following when communicating with the Regulator:-
- f) maintain open and honest communication and cooperation between itself and the Regulator; and
- g) endeavour to resolve a complaint before a final determination or ruling is made by the Regulator, or through its internal escalation process, without impeding or unduly delaying a complainant's access to the Regulator.

3. RISK IMPLICATIONS

Risk is the consequences of potentially not adhering to the outlined guidelines within this document and how it could negatively affect the business.

3.1. WHAT WOULD HAPPEN IF THE PROCESS IS NOT FOLLOWED?

Risk Type	Risk Description	
<i>Financial</i>	The company may lose profits through the paying of refunds and fines.	
<i>Operational</i>	<ul style="list-style-type: none">• If complaints are managed poorly, customers may withdraw their business and encourage others to do the same. Complaints that are managed well may help you retain existing customers and could result in new customers being referred to your business.• Negative complaints lead to reputational damage for the company.	

4. COMPLIANCE AND DEVIATIONS

It is the responsibility of all Enterprise employees and representatives to comply with all statutory and regulatory requirements, as well as corporate policies. Any deviation from this or related procedure should be communicated, in writing, to the Head of Compliance for inclusion into exception reports. The communication should detail the reason for the deviation and should contain clear instructions of the alternate process to follow.

5. DEFINITIONS, ACRONYMS, ABBREVIATIONS AND TERMS

The terms in this document should be interpreted as meaning:

No	Term/Acronym/Abbreviation	Definition
(i)	Complainant	<p>means a person who submits a complaint and includes a: -</p> <ul style="list-style-type: none"> a) policyholder or policyholder's successor in title; b) beneficiary or the beneficiary's successor in title; c) person whose life is insured under a policy; d) person that pays a premium in respect of a policy; e) member, or f) potential policyholder or potential member whose dissatisfaction relates to the relevant application, approach, solicitation or advertising or marketing material, or who has a direct interest in the agreement, policy, or service to which the complaint relates, or a person acting on behalf of a person referred to in (a).
(ii)	Complaint	Defined in the context of 2.2
(iii)	Compensation Payment	<p>means a payment, whether in monetary form or in the form of a benefit or service, by or on behalf of an insurer to a complainant to compensate the complainant for a proven or estimated financial loss incurred as a result of the insurer's contravention, non-compliance, action, failure to act, or unfair treatment forming the basis of the complaint, where the insurer accepts liability for having caused the loss concerned, but excludes any:-</p> <ul style="list-style-type: none"> a) goodwill payment; b) payment contractually due to the complainant in terms of a policy; or c) refund of an amount paid by or on behalf of the complainant to the Insurer where such payments were not contractually due; and d) includes any interest on late payment of any amount referred to in paragraphs (b) or (c).
(iv)	Employee	means a person employed by the Company for purposes of remuneration in exchange for work done.

(v)	Goodwill payment	means a payment, whether in monetary form or in a form of a benefit or service, by or on behalf of an Insurer to a complainant as an expression of goodwill aimed at resolving a complaint, where the Insurer does not accept liability for any financial loss to the complainant as a result of the matter complained about.
(vi)	Ombudsman	means any applicable Ombud, whose role is to resolve disputes between services providers and their members in a procedurally fair, informal, economical, and expeditious manner.
(vii)	Policyholder query	means a request to the insurer or the insurer's service provider by or on behalf of a policyholder, for information regarding the insurer's policies, services, or related processes, or to conduct a transaction or action in relation to any such policy or service.
(viii)	Rejected	means that a complaint has not been upheld and the insurer regards the complaint as finalised after advising the complainant that it does not intend to take further action to resolve the complaint and includes complaints regarded by the insurer as unjustified or invalid, or where the complainant does not accept or respond to the insurer's proposal to resolve the complaint.
(ix)	Reportable complaint	means any complaint other than a complaint that has been:- a) upheld immediately by the person who initially received the complaint; b) upheld within the insurer's ordinary processes for handling policyholder queries in relation to the type of policy or service complained about, provided that such process does not take more than five business days from the date that the complaint is received.
(x)	Upheld	means that a complaint has been finalised wholly or partially in favour of the complainant and that:- a) the complainant has explicitly accepted that the matter is fully resolved; or b) it is reasonable for the insurer to assume that the complainant has accepted; and c) all undertakings made by the insurer to resolve the complaint have been met or the complainant has explicitly indicated its satisfaction with any arrangements to ensure such undertakings will be met by the insurer within a time acceptable to the complainant.

(xi)	Writing or Written	includes communication by telefax or any appropriate electronic medium that is accurately and readily reducible to written or printed form.
------	---------------------------	---

6. REFERENCES

This Policy should be read in conjunction with the following Acts and/or Directives:

- Regulatory and Compliance Framework (REG-FRW/001)
- Policyholder Protection Rules
- FSB Discussion Document on Treating Customers Fairly - Complaint Management
- Complaints Management Framework (REG-DIR/6A-013)

7. AMENDMENTS AND PROPOSED CHANGES

The Complaints Department is the owner of the policy and is therefore responsible for ensuring that the information in this directive is kept up to date.

Any required amendments, adjustments and proposed changes must be channelled through the Head of Compliance for review prior to approval.

The Governance Department is responsible for the administration of all Company Directive Frameworks and supporting documentation. Only the latest approved version of Company directives, available from the Governance Department, may be used by employees and stakeholders.

8. APPROVAL AND REVIEW

This directive is approved at Executive level, by the Executive Committee of the Company.

This directive is approved at Executive level, by the Head of Compliance.

This directive is approved at Operational level, by the Complaints Manager.

It will be reviewed, at a minimum, every year, as well as in line with applicable changes to legislation or foundational documentation.

9. APPENDICES

9.1. APPENDIX A: COMPLAINTS REGISTER – CONTENT

The Company is required to have a complaint register and to record complaints within it. The below is mandatory content in a complaint register to be kept by the Company.

Name and Surname of the complainant as well as their details	
Nature of the complaint and the date the complaint was received	Advice, admin and service issues, fraud, claim related complaints etc.
Categorisation of the complaint	Reportable or Non-reportable.
What TCF Outcome the Complaint falls into	9 TCF Outcome Choices: 2; 3; 4; 5(a); 5(b); 6(a); 6(b); 6(c) and others.
Who will respond to the complaint	Complaints Department i.e., Complaints Manager or the Complaints Officer
Actions to be taken to respond to the member and how the response has been made and by whom	Complaints will be responded to electronically or telephonically by the Complaints Department.
The outcome of the process and how the complaint was dealt with/resolved and whether it was within the allocated time	Whether favourable or not, investigations conducted within the allocated 3 weeks
The associated inherent risk of the complaint. What controls have been evaluated and have been implemented to prevent such complaints from reoccurring	Whether financial or non-financial. E.g., Evaluating Employee performance, policy wording, claims procedures etc. to determine where the lack is and how to improve those to eliminate or lessen future complaints.
Reported to the manager of the employee where the complaint arose	If the complaint arose out of the misconduct of an employee in a certain department, that the employee's manager will be notified of such.