

COMPANY NOTICE

TO: All Employees in South Africa
DATE: 10 December 2021
SUBJECT: **NOTICE OF INTENT TO IMPLEMENT MANDATORY COVID-19 VACCINATIONS IN 2022**

Dear Colleagues

The COVID-19 pandemic has claimed many lives and livelihoods despite various well known pharmaceutical and non-pharmaceutical interventions, as monitored actively in our Response Plan. Through our Response Plan we have managed well by using known non-pharmaceutical methods (including, social-distancing, sanitisers, face masks and workplace modifications) to reduce the number of cases, deaths, business interruption and loss of jobs. With the latest variant of the virus (called Omicron) in circulation, however, we now know that these methods alone will not be enough to curb the spread of the virus and, specifically, to reduce the occurrence of severe illness and death.

In South Africa, the Minister of Employment and Labour, on 14 June 2021, issued a revised Occupational Health and Safety Directive, which included the option for Employers to put in place a Mandatory Vaccination Policy.

To date, AECI has strongly encouraged voluntary participation in vaccination programmes supported by up-to-date information about the virus, vaccines and on-site vaccination campaigns. Across the Group more than 50% of our colleagues have already voluntarily disclosed their vaccination status. Unfortunately, this falls short of our operational requirements as it relates to the nature of our business and services we provide to our customers.

Therefore, and following consultation with relevant stakeholders, the Group Executive Committee has resolved to proceed with the development and implementation of a Mandatory Vaccination Policy with effect from 1 March 2022.

Details of this Policy will be published early 2022, once consultations with relevant stakeholders have been finalised.

The health and safety of our employees, their families, our customers and visitors remains our primary concern during these unprecedented times.

A BIGGER Thank You to those of you who have already been vaccinated and are living our values by being Responsible!

Do the right thing, let's vaccinate!

Sincerely



CANDICE WATSON
Group Human Capital Executive



MARK DYTORS
Chief Executive

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