

26 October 2021

Proof of vaccination required – January 2022

Dear Valued Contractor,

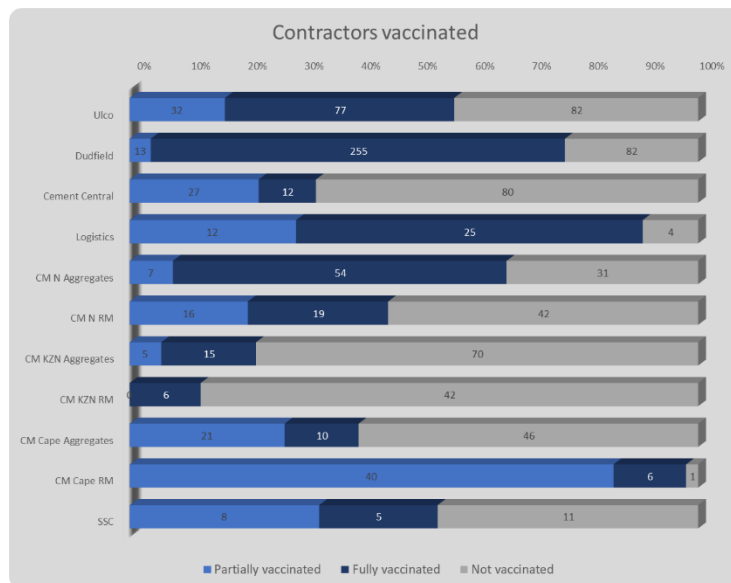
As communicated in our letter of 22 September 2021, AfriSam is committed to ensure the health and safety of our employees, contractors and any other stakeholders who interact with our business. As such we have strict health and safety protocols in place to ensure a safe and healthy working environment for all who enter our premises.

The company has implemented a number of measures to protect workers, both permanent employees and contractors, from Covid-19 infections and curbing the spread of this disease.

AfriSam recognises the important role that the Covid-19 vaccine plays in curbing the spread of the disease but also the increased protection it provides from serious illness, hospitalisation and death. It is for this reason that AfriSam is actively encouraging its employees as well as all its contractor employees to be vaccinated.

We have seen a steady increase in the number of AfriSam employees being vaccinated over the past couple of months. However, we are concerned about the level of vaccinated employees of our contractors, as these remain at extremely low levels.

The following graph illustrates the low level of vaccinated employees amongst AfriSam’s contractor staff.



Registered Office: **Physical:** AfriSam House, Corner 14th Avenue and Hendrik Potgieter Road, Weltevredenpark, 1709
Postal: PO Box 6367, Weltevredenpark 1715

Directors: F Daniels, EK Diack* (Chairman), TH Le Roux, B Kennedy, KDL Oboni-Ouma (Alt), MM Potgieter, L Serfontein* (CFO), TG Wagner

*Executive

In line with the Occupational and Safety Act and the Mine Health & Safety Act of South Africa, AfriSam has a responsibility to provide its employees with a safe workplace, which includes putting the necessary measures in place to prevent employees from contracting Covid-19 at the workplace.

It is for this reason that we will expect all contractor employees to provide proof of vaccination before commencement of work at any of AfriSam's sites in January 2022. If proof of vaccination is not available, the contractor employee will unfortunately not be allowed access to the AfriSam site.

We implore you to encourage your employees to be vaccinated and, where necessary, allow them the necessary time off to have this done.

To provide us with a holistic view of employees on our premises who have received their vaccinations and for statistical purposes only, we also request that you share the number of employees working on AfriSam sites who have been vaccinated, partially or in full.

Should you have any questions in this regard, you are welcome to contact the AfriSam SHE practitioner at the relevant sites where your employees are working.

We thank you for joining us in our fight to overcome Covid-19.

Thank you and kind regards

A handwritten signature in black ink, appearing to read 'Avi Bhoora', with a large, stylized initial 'A'.

Avi Bhoora
Construction Materials Executive &
Head of the AfriSam Covid-19 Task Team