

08 December 2021

Dear All,

Beier Group COVID-19 Management Protocols 2022

Effective 1 January 2022, all employees who are not vaccinated, and are not accommodated by the Company, will have to produce a valid Covid-19 PCR test. Employees must produce a new valid Covid-19 PCR test each Week, and the test must be done in the employee's own time and cost. The company shall view the PCR test as being valid for 5 days, commencing from the date that the test was done.

Why are we doing this?

- We have undertaken a risk assessment and considered the circumstance in the workplace together with our obligations in terms of section 8 of the OHSA.
- The Employer and Employees are compelled to comply with Health and Safety policies of the Company in terms of the OHSA.
- We have a moral obligation and duty to protect our employees and ensure they have a safe working environment.
- We subscribe to the President's call for all citizens to be vaccinated.
- Vaccinating against Covid-19 is just the right thing to do!

The consequences if you are not vaccinated and do not have a valid PCR test

- You will not be allowed on our sites to conduct work on behalf of any Group Company.
- You will be stopped at the factory gates and advised to either vaccinate at an appropriate vaccination station or produce a valid PCR test.
- You will be marked AWOL and not be paid for each day you are not at work.
- You will be subject to the Company disciplinary process and this may include your dismissal from the Company.

The consequences if you are not vaccinated and have a valid PCR test

- You will be identified through all access control means as an unvaccinated employee, meaning that your entry process will be physically managed by your line manager or his nominee.
- There will be strict control measures imposed on you, including visible means of identifying you as an unvaccinated employee for safety purposes.
- You will have restricted and permission controlled access to onsite facilities and movement.

Exceptions to the above consequences:


- You must have submitted an exemption request to your line manager in November 2021.
- The exemption must have been accepted in writing and signed by the Group Chairman.
- There will be strict control measures imposed on you, including visible means of identifying you as an unvaccinated employee for safety purposes.

I encourage you to join the Beier Group Vaccination movement and use this opportunity to participate in our goal of 100% vaccination by the end of December 2021.

I encourage each and every one of you to support your business unit in ensuring the success of the vaccination campaign.

"Don't Hesitate – Vaccinate"

Kind Regards,



Group CEO
Wolfgang Beier

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