

## MANDATORY VACCINATION NOTICE TO ALL BIDVEST FACILITIES MANAGEMENT VENDORS

After much thought and extensive deliberation and consultation with various stakeholders, we as Bidvest Facilities Management, in an endeavour to protect our colleagues, clients, vendors, stakeholders and the broader community, have with much trepidation, decided to implement a mandatory COVID-19 vaccination approach and have adopted a formal Vaccination Policy accordingly which will be distributed imminently. The following summarise the actions that will be taken and covered within the official Mandatory Vaccination Policy:

- Between now and 28<sup>th</sup> February 2022 all Bidvest Facilities Management's (BFM) vendors, which includes all of their staff, whether office-based or site-based, will be required to be fully vaccinated.
- While some of your employees may have reasons for choosing not to be vaccinated, which we respect and acknowledge, Bidvest Facilities Management has a moral and legal obligation to maintain a safe working environment for all its stakeholders. It is therefore you and your employees choice to elect not to be vaccinated, which will unfortunately result in Purchase Orders not being issued to your company from 01 March 2022 in instances where non-vaccinated staff will be physically arriving at a BFM site or any of its Client's sites
- The empirical evidence at our disposal shows an overwhelming correlation between those that have been vaccinated and an absence of serious COVID related illness (although not absent entirely).
- As this was and still is a difficult decision for the organisation to take, we have delayed taking these steps up until now, in the hope that our vendors will voluntarily see the benefits and take the vaccine. Whilst there has been a fairly substantial uptake of the vaccines, there are still some areas within the business community that are falling short of the industry average. As such these unvaccinated people pose a threat to their vaccinated colleagues, customers and other stakeholders, which is not fair on vaccinated stakeholders. Following, President Ramaphosa's address on 28 November 2021, and with the exponential increase in cases over the last 48 hours, we have realised that waiting any longer could be absolutely disastrous as was witnessed in the 3<sup>rd</sup> wave.
- We cannot in good conscience be party to any further loss of life due to us not acting decisively.
- If you or any of your staff are uncertain about the safety or efficacy of the vaccination, you are strongly advised to study the information from reputable sources such as: The National Institute of Communicable Diseases, World Health Organisation, Discovery Health, The Lancet Research etc. Please refrain from relying on information from unscientific sources such as social media.

Vendors are advised to seriously consider their convictions for opting to remain unvaccinated.

This virus is unlikely to disappear anytime soon, neither can we morally turn a blind eye to the horrendous statistics and excess deaths being recorded. Each and every one of us has a responsibility to ourselves, our families, our customers, and our greater community to work together in overcoming this pandemic. Vaccinating is the only way forward we can take in speeding up our journey back to normality.

Kind Regards

Krisen Naicker  
Chief Commercial Officer