

Dear Dis-Chem Employees

With the emergence of the new COVID-19 variant, coupled with the rising levels of infection and the onset of the fourth wave, we welcome President Cyril Ramaphosa's commitment to consider the issue of mandatory vaccination and restricted access from his most recent address.

We are firstly and foremost, an organisation that operates in the Healthcare sector, and it is critical that we embody care, a focus on the wellbeing of all, and care for life. Also, a large proportion of our employees interact directly with the public.

Therefore, as a Dis-Chem Group, we have made the difficult but necessary decision to make COVID-19 vaccinations a requirement across the Group.

All Dis-Chem employees who are not fully vaccinated by **01 February 2022**, will be required to

- Provide a negative Antigen test, every Monday. The test must be taken before you enter any Dis-Chem facility
- Wear an N95 mask at all times
- Both of these will be at the employees cost. If either of these are not complied with, disciplinary action will be taken.

We urge everyone who has not yet been vaccinated to get vaccinated now, either with the 1st Pfizer vaccine and the 2nd one 42 days thereafter. Alternatively, the Johnson & Johnson vaccine is available, as a single jab. Individuals that still need to receive their second Pfizer shot are to finalise their vaccination process by 31 January 2022.

The HR Team as well as Line Managers are available to support all employees with any related questions or queries.

Life is irreplaceable!

Yours sincerely

Ivan and Lynette Saltzman, together with Dis-Chem Senior Management

CEO and MD