

20<sup>th</sup> September 2021

To whom it may concern:

**Re. COVID-19 VACCINATION**

Fairfield Dairy recently updated our COVID-19 Risk Assessment, in line with section 3 of the Department of Employment & Labour's "Consolidated Direction on Occupational Health and Safety Measures in certain workplaces" (28/05/2021). As a result of this risk assessment, it is clear that unvaccinated visitors are a major risk to the safe operation of the business. As such, in order for Fairfield to fulfil its Health and Safety obligations, **proof of vaccination will be required for all visitors prior to entry**. This includes, but is not limited to, outsourced employees, contractors and suppliers.

To date, Fairfield has lost more than 430 work days due to permanent employees being off work due to COVID and has incurred major costs (e.g. tents, COVID tests, sanitisers, etc.). These expenses are not sustainable.

In addition, every person who contracts COVID-19 is at risk of severe illness or death or of passing it onto someone who is at risk. It is very likely that every person knows at least one other person who has become severely ill or has died from COVID-19. The more unvaccinated visitors we have on site, the greater the risk that one of our employees will fall severely ill or die due to COVID. The vaccines reduce the risk of contracting COVID and greatly reduce the risk of hospitalisation or death if one does contract COVID.

**In light of the above, effective Friday 1<sup>st</sup> October 2021, all visitors must provide proof of vaccination before entering Fairfield Dairy.** Partial vaccination (i.e. 1<sup>st</sup> Pfizer shot) will be accepted.

Fairfield Dairy reserves the right to refuse access to any visitors who are not able to provide proof of vaccination. Only through mass vaccination will South Africa be able to defeat COVID and return to some form of normality.

Kind regards

Keith Stainbank  
*Human Resources Executive*

