

TABLE OF CONTENTS:

1. Scope and Application:	1
2. The Purpose:	1
3. General Guidelines:.....	1
4. Policy Guidelines:	1
4.1. Context and Legal Requirements:	1
4.2. Existing Covid-19 Prevention and Safety Measures relevant to Contractors and Suppliers:	2
5. Covid-19 Vaccination Policy:	2
6. Covid-19 Vaccination Requirements:	3
7. Objections:	3
8. Changes to this Policy:	4
9. Actions in Breach of this Policy:	4

1. SCOPE AND APPLICATION:

- This policy applies to any contractor or supplier of Plattner Golf (Pty) Ltd, hereafter referred to as 'the Company', and any and all of their employees or subcontractors appointed to carry out work on the premises of the Company.

2. THE PURPOSE:

- The purpose of this policy is to outline the Company's position on Covid-19 vaccination, and to put it into context for all contractors and suppliers.

3. GENERAL GUIDELINES:

- This policy is to be read and understood in conjunction with all applicable legislation.

4. POLICY GUIDELINES:

4.1. Context and Legal Requirements:

- The onset of the Covid-19 pandemic and subsequent impact on all aspects of society as we knew it has forced major change upon all of us.
- Companies have to navigate the continuation of this pandemic and realign business environments to ensure business continuity. The demands of building and maintaining a resilient business has to incorporate strategies that negate the impact of the pandemic.
- The heart of our business is customer centricity and as such the Company need policies and procedures in place that allow our customers to know and believe our core value of Responsible

Care. This core value extends to the health and safety of all customers, and for purposes of this policy, specifically their health and safety in terms of exposure to Covid-19 whilst enjoying our hospitality and services.

- The welfare and health of our employees is a top priority for the Company. Ethically and morally, we have an obligation to ensure all that can reasonably and practicably be done to keep our employees safe, should and must be done.
- The Occupational Health and Safety Act of 1993 lays the basis for health and safety in any workplace. According to the Act, employers have an obligation to take reasonable measures to ensure that the working environment is safe and without risk to the health of its employees, and continue to be so by constantly eliminating or mitigating hazards or potential hazards. The employer's obligation to take reasonable measures is also extended to non-employees who may be affected by its activities, e.g., through employees interacting with members of the public.
- In 2020, COVID-19 became a notifiable condition under the Notifiable Medical Conditions Regulations, which have long been in place and are updated from time to time. A notifiable condition is a disease that poses a considerable public health risk because it can lead to outbreaks that are fatal or severely affect many people. Examples of notifiable diseases in South Africa are cholera, listeriosis and tuberculosis. Every doctor or nurse in both the public and private health sector who diagnoses a patient with a notifiable condition has to report it to the National Institute of Communicable Diseases — failure to do so is a criminal offense.
- In light of the seriousness of Covid-19, reciprocal measures need to be taken to safeguard the employees of the Company, the customers of the Company and any person from the public interacting with any person representing the Company.

4.2. Existing Covid-19 Prevention and Safety Measures relevant to Contractors and Suppliers:

- Daily Covid-19 symptom screening of all customers, employees and anyone accessing the site.
- Hand sanitiser across the entire operation.
- Implementation and continuous encouragement of maintaining social distancing, proper wearing of masks, observation of cough etiquette and hand hygiene.
- Recordkeeping, tracking and tracing, monitoring of all Covid-19 positive cases of employees.
- Old biometric systems have been replaced by touchless technology.

5. COVID-19 VACCINATION POLICY:

- The Company is adopting a policy of mitigation of Covid-19 exposure, illness and spread through vaccination.
- Vaccination against Covid-19 is considered a primary safeguard, internationally and locally, against contracting the virus, spreading the virus and suffering serious illness and health complications, should a person still contract the disease.
- As the international and local scientific community learn about long-term efficacy of treatment options and adjust long-term mechanisms to ensure continuous improvement in preventing this disease and the spread thereof, other or additional measures might become a requirement too.
- This policy is intended for use together with, and not as a substitute for, other Covid-19 preventative measures which include inter alia wearing of face masks, social distancing, cough etiquette, hand washing protocols, cleaning and sanitation, temperature checks and health screening protocols and any other health and safety protocols which may be implemented from time to time.
- The Company recognizes that every individual have the right to make an informed decision whether to be vaccinated. However, the Company is obliged to weigh an individual's right of choice against

the rights of staff, customers, contractors, suppliers, stakeholders, the public at large, its legal obligations, public health imperatives and operational requirements.

6. COVID-19 VACCINATION REQUIREMENTS:

- Consistent with the World Health Organisation (WHO), the National Institute for Communicable Diseases (NICD) and the Centre for Disease Control (CDC), and other applicable public health guidance on preventing the infection and spread of Covid-19, and as an integral part of its legal obligations to provide a safe and healthy working environment, the Company requires all contractors or suppliers that come onto the premises of the Company to do work, other than only to do deliveries, to be vaccinated against Covid-19.
- Contractors and suppliers are required to follow their own internal processes, and to do so fairly and in compliance with all relevant laws, in order to decide their own stance on vaccination and follow whatever process they need to in order to achieve their desired vaccination goal / status as a business.
- However, the Company has an obligation to its own employees and their families, its stakeholders (including visitors, customers/clients, contractors and suppliers), the community at large and its operational requirements, and therefore will not be able to allow exceptions to this requirement.
- Government approved vaccines which, at the date of implementation of this policy, includes vaccines manufactured by Pfizer-BioNTech and Johnson & Johnson.
- These vaccines are available free of charge.
- All contractors and suppliers are required ensure that the person/s they send onto the Company's premises to do work on their behalf / under their instruction, is fully vaccinated by 03 December 2021.
- All contractors and suppliers are required to update their safety files with a printout of all employees' / subcontractors' digital Vaccination Certificate, supplied by the Department of Health, of persons carrying out work for them or on behalf of them on the Company's premises, no later than 03 December 2021.
- Individuals (employees and / or subcontractors) who come onto the Company's premises to do work on behalf / under instruction of a contractor or supplier, who have already been vaccinated with a Government approved vaccine, are required to provide proof thereof as and when requested.
- If proof cannot be provided, and there is no digital Vaccination Certificate in the contractor or supplier's safety file, such individual will be immediately removed from site.
- Contractors and suppliers who have to come on site, or send staff / subcontractors to the Company's premises to do work, have the right to refuse to be vaccinated on medical, religious, cultural or any other reasonable ground recognised in law.
- Only fully vaccinated staff or subcontractors carrying out work for or on behalf of a contractor or supplier to the Company will be allowed onto the premises of the Company subsequent to 03 December 2021.

7. OBJECTIONS:

- Contractors and suppliers must follow fair and legal internal processes as and when an employee / subcontractor objects to a vaccination requirement.
- The outcome thereof is a matter between the contractor or supplier, with no involvement, implication, responsibility or implied liability to the Company.
- Any disputes between an employee or subcontractor of a contractor or supplier to the Company, arising out of the contractor or supplier not handling their internal processes fairly or in line with

legal requirements, will remain a dispute between the employee or subcontractor of and said contractor or supplier.

8. CHANGES TO THIS POLICY:

- The Company reserves the right to amend or revise this policy, at any time in its sole discretion, to adapt to changing circumstances as new information becomes available, further research is conducted and additional vaccines are approved and distributed.
- The changes will be made as soon as possible to ensure timeous compliance, and the Company reserves the right to implement such changes without consultation and with immediate effect.
- Any changes made will be communicated to all contractors and suppliers as soon as possible.

9. ACTIONS IN BREACH OF THIS POLICY:

- Failure to comply with this policy may result in action being taken against the contractor or supplier in breach of this requirement, which may result in suspension of the requirement to render services or products to the Company.