

6 October 2021

COVID VACCINE HESITANCY – Vaccine supply is no longer the dominant constraint – overcoming hesitancy is

This month a number of large South African companies have come out encouraging staff to vaccinate and announcing their intention to make COVID-19 vaccinations mandatory for all staff from the beginning of 2022. This follows the lead of other major global companies from banks to airlines all insisting on inoculation.

The debate over whether to make vaccines compulsory, for certain places, is just kicking off in South Africa, which has fully inoculated only about 15% of its adult population. The government is considering the introduction of so-called vaccine passports as one measure to open up the country.

Fidelity Services Group, an organisation employing approximately 59 000 security industry employees, supplying services throughout different sectors of business within Southern Africa, is also of the opinion that vaccinations are the only solution. As an organisation, we have noted, with concern, that some employees are hesitant and have reservations when it comes to the COVID-19 vaccination. We certainly will continue to recognise employees' "right to object to the vaccination", and will include a process to consider the employee's health, religious and other legal rights and seek to balance these with the rights of all employees across the Group.

We do however explicitly support the government vaccination programme and encourage our staff and their families to vaccinate.

The facts regarding the COVID-19 vaccine are quite simple and clear:

- The vaccines currently being utilised in South Africa (Pfizer and Johnson & Johnson) are highly effective (greater than 90% protection for serious disease and death). Research by Discovery shows vaccinated individuals have 50% to 80% lower risk of infection, 70% to 85% lower risk of hospitalisation and 90% to 95% lower risk of death, when compared to those who are unvaccinated

- The side effects from the vaccine are minor and very minimal. The risk of adverse events post vaccination is extremely low, and as per global research is substantially lower than the risk of adverse events post COVID-19 infection. As an example, your risk of experiencing inflammation of the heart muscle because of vaccination is 73% lower than your risk of experiencing it because of contracting COVID-19 unvaccinated
- The benefits of the vaccine far outweigh the side effects. People continue to die and we need to find a way to stop this. Every life lost is a life too many, and every effort to curb further loss must be taken
- Conspiracy theories that are circulating in social media are largely unproven and should be ignored
- Ensure that all the information you obtain comes from proven, reputable sources
- The risk that comes from new, dangerous variants emerging can be minimised if the bulk of the population is vaccinated (herd immunisation). We have all heard about fears of a fourth wave later in 2021
- Many travel destinations are stating no vaccination, no travel. In order to travel we will need to have proof of vaccinations in the near future
- As a responsible corporate citizen engaging with members of the public, you need to be vaccinated, as our customers are asking these questions and making such interactions compulsory in certain circumstances.

From a health and safety perspective, it is required that employers provide their employees with a working environment that is free of known dangers to their health. It is with this in mind that we note the following:

- Fidelity reserves the right to request a test for operational requirements - especially if a customer requests that an employee is and gets vaccinated – control rooms, cash centres, home and business security (enclosed areas within the business)
- Where customers have expressly requested that an employee is and gets vaccinated – home, business etc. and that employee refuses to comply, the employee will need to move to another post/position
- No employee will be allowed to attend a company event if they are not vaccinated in the interest of protecting all our employees

- In order to use Fidelity company vehicles, Fidelity staff need to be vaccinated = safe working environment
- Further to this, any employee refusing to vaccinate may be required to provide the Group with proof weekly that he/she is negative via the CoV-2 PCR test **and not a rapid test. This testing will be done at the employee's own cost. You may be required to provide a negative test if requested by the company or a customer**
- You may also be asked to meet with your HR and health representative to discuss your vaccination strategy
- You can upload your vaccination certificate to <https://covid19.fidelity-services.com/fidelity/> which is POPIA compliant.

We would like to encourage all employees to continue to practice the standard COVID measures, as per our COVID Policy, such as social distancing, wearing of masks, hand hygiene as well as to get vaccinated as soon as possible for the company to achieve herd immunity and allow us to start returning to what we know as “our normal”.

This has been a very devastating time for many of our people and Fidelity alone has lost many employees to COVID-19. There is overwhelming proof that vaccination is the single most important thing we can do to protect ourselves and others against COVID-19 and not be under the constant threat from the disease and repeated lockdowns.

We appeal to all employees to do the right thing for our company, for your colleagues, for your family and for our country.

#WeAreFidelity!

Yours in health

Mr. Wahl Bartmann
Group CEO