

7 February 2022

To: All Customers, Suppliers, Service Providers, Contractors and Visitors

**Ref: Covid-19 Vaccination**

Our highest priority is ensuring the safety of our workforce, visitors, customers, suppliers and partners and after careful consideration, FUCHS has implemented a mandatory COVID-19 vaccination policy requiring employees to be fully vaccinated against COVID-19 by April 1, 2022.

FUCHS will require any person who will access any FUCHS property or attend any in-person FUCHS activities, indoors or outdoors, to be fully vaccinated against COVID-19 by April 1, 2022 or to present a valid negative PCR test that is no older than 48 hours.

This includes the following but is not limited to:

- Customers entering sites for inspections or meetings
- Representatives from suppliers / service-providers / contractors entering the premises
- Drivers of vehicles making deliveries or collections from and to our premises (courier companies included)
- Support staff assisting drivers of vehicles and
- Individuals doing repair or maintenance work on site

A vaccination certificate must be shown to the security personnel on entering the site. A printed or electronic copy will be accepted. Where no vaccination certificate is available a negative PCR test report will be accepted that is no older than 48 hours. **No person will be allowed on site without a vaccination certificate or negative PCR test.** Fuchs will not be held responsible for any costs involved in failing to meet these requirements.

All visitors are responsible for documenting and verifying that their representatives (e.g. employees, subcontractors) are in compliance with FUCHS COVID-19 Vaccination Policy.

In closing, we want to acknowledge this is a challenging time for all of us as we navigate changing conditions in our communities. We have created this procedure because our employees – many of whom will be working alongside your employees – are being held to these same expectations. This policy has been implemented in an effort to keep our workforce safe, and to do our part to limit the continued spread and persistence of the COVID-19 virus.

Yours sincerely,



Managing Director  
Paul Deppe