



58 Emerald Parkway Road, Greenstone Hill
Johannesburg, South Africa
Private Bag X20, Gallo Manor 2052, South Africa
Tel: +27 11 239 5300 • www.hatch.com

Hatch Africa (Pty) Ltd.
Reg. No. 1995/007273/07

Attention
C/O Hatch Africa (Pty)Ltd

Subject: Response to your request for Religious Exemption to Hatch Covid-19 Vaccination requirement

Thank you for submitting your request to be allowed exemption from compliance with the Hatch Vaccination Policy, based on your belief, religion or conscience.

We have carefully considered your application. Our Hatch Manifesto, the foundation upon which we build our entire organisation, subscribes to the value of living our commitments with integrity. As such we greatly value your deep rooted belief system and the integrity thereof, which is clearly evident from your exemption request.

We value and uphold our Constitution as a core part of the legal regime within which we function. Your constitutional right to freedom of belief, religion or conscience is recognised and respected. This right is, however, not absolute and challenging times such as the current Covid-19 pandemic, call for a balancing of your rights with those of other employees and the rights of Hatch as employer. We have a legal obligation to ensure a safe workplace for all Hatch employees and we are morally obligated to act in the best interest of all employees and all the people we work with.

We had asked that you display, as part of your exemption application, the religious principles, which form a basic tenet of your belief system. We had requested that you present evidence that these religious principles inform your objection to receiving a Covid-19 vaccine. Additionally, we required that you provide reference documents, policy statements and directives which corroborate the religious objection against administering of the Covid-19 vaccine.

After careful consideration, we regret to advise that, we are rejecting your request for religious exemption from our Vaccination Policy. While we respect your beliefs, there is no evidence before us, which suggest that administering a Covid-19 vaccine is fundamentally against a basic tenet of your belief system. We find your exemption application without substance and accordingly it would not be fair to other employees nor in the interest of public health in general, to allow an exemption in such circumstances.

Please be aware that this is your final notification to comply with our vaccination policy. Please provide proof that you have commenced with compliance by receiving your first dose of a Covid-19 vaccine approved by the South African Health Products Regulatory Authority. Please provide a copy of your relevant vaccination certificate to our HR Director, Jabu Sibanyoni, by [REDACTED], latest. If you fail to do so, we will proceed with disciplinary action which may lead to termination of your employment.

We look forward to your compliance with the above. If you have any questions, please let me know.

Yours faithfully,