

ISUZU MOTORS SOUTH AFRICA

INTERNAL COMMUNICATION

Contact Name:	Mongezi Hermans
Contact No:	041 403 2805
Date:	15 December 2021
Subject:	COVID-19 Vaccination requirements
Objective:	To inform employees of vaccination requirement
User Group:	All employees

MESSAGE

Dear Valued Colleague,

With the emergence of the new COVID-19 variant, coupled with the rising levels of infection and the onset of the 4th wave, **we welcome President Cyril Ramaphosa's commitment to consider mandatory vaccinations and restricted access to workplaces and public spaces from his most recent address.** In addition, we note that all parties to National Economic Development and Labour Council (NEDLAC) have confirmed their support for mandatory vaccinations.

We are first and foremost, an organisation that operates based on safety being an overriding priority, and it is critical that we embody care, a focus on the wellbeing of all, and care for life. In addition, the Occupational Health and Safety Act requires every employer to provide an environment that is safe and without risk to the health of others.

While IMSAf respects the rights of all citizens of South Africa, we have an absolute priority to keep our workplaces safe for all. In doing so, IMSAf leadership will strive to balance the rights of the individual against the rights of the broader group of employees and on-site contractors, which must take precedence. There is sufficient research which proves that by being vaccinated, the risk of severe illness and need for hospitalisation is reduced. The same research suggests that by being vaccinated an individual is 30% less likely to transmit the virus, due the reduced viral load.

A large proportion of our employees are required to interact with one another in the workplace, and as such IMSAf leadership have made the difficult, but necessary decision to make COVID-19 vaccinations a requirement to access any of our premises, workplaces, sites or activities.

As such, all IMSAf employees who are not fully vaccinated by 1 April 2022, will be required to:

- Provide a current (not older than 48 hours) negative antigen test every Monday. The test must be taken before you enter any Isuzu facility; and
- Wear a KN95 or N95 mask at all times, while on site.

Both of these requirements will be at the employee's cost.

All visitors and on-site contractors will be required to provide proof of vaccination prior to being allowed access to IMSAf sites or attend to any IMSAf related activities.

If either of these is not complied with, appropriate corrective measures will be taken, and the individual will be prevented from accessing the workplace, site or activity. Individuals who may seek a deviation from this requirement, will need to provide medical reports or appropriate justifications which will be considered by their respective leadership as supported by medical experts and the COVID Compliance Officer.

We urge everyone who has not yet been vaccinated to do so without any further delay. This can be achieved through either receiving the Pfizer two-dose vaccine (42 days part) or the single-dose Johnson & Johnson vaccine. Please use the time over shutdown to prioritise the wellbeing of your family and loved ones, and in particular your own, by being vaccinated.

The Isuzu Motors South Africa Medical Team continue to be available to support all employees with any related questions or queries.

Life is irreplaceable.

Sincerely,
Mongezi Hermans

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