

From: [ZA-FM KPMG Communications](#)
To: [ZA-DL National All Users](#)
Subject: Mandatory Vaccination approach and consultation
Date: Wednesday, 10 November 2021 10:31:49
Attachments: [image010.png](#)
[image001.emz](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)



10 November 2021

Dear Colleagues

We would like to update you on discussions that have taken place with the leadership of the firm on the topic of mandatory vaccination. In evaluating the recent corporate announcements on vaccinations, the firm is contemplating implementing a vaccination policy and deem it important to consult and include our people in the discussion.

A recent survey held has confirmed that 94% of the Partners have been vaccinated, some partially, which means that the number will increase once all have been fully vaccinated. Secondly, more than 80% of the Partners believe that a mandatory vaccination policy is necessary to safeguard the health, safety and prosperity of all our colleagues by:

- Increasing the protection for the health and safety for our people
- Lowering the infection rate for colleagues in office
- Lessening the risk of tighter lockdown levels for the economy to open up as more people get vaccinated, and
- Realising operational and financial benefits that will offer more stability for the firm

Planning for the consultation process is currently underway, where Focus Groups will be held for all colleagues to give you an opportunity to share your views. Please make every effort to attend these sessions, when they are launched. A dedicated [mailbox](#) has been set up for you, should have some questions.

We are also going to be running an anonymous Teams poll to understand the levels of vaccinations of all our colleagues, our Kbot levels vary and we would like to accurately determine the levels of vaccination in KPMG. Please participate in the survey [here](#), this is your opportunity to have your say in this strategic issue, please take a few seconds to answer the survey accurately. The due date for all responses is COB **Friday, 12 November 2021**.

We are hoping to collect your views as we close for the festive season.

Thank you



Gavin de Lange
Chief Operations Officer

kpmg.com/socialmedia



kpmg.com/app



[Privacy](#) | [Legal](#)

INTERNAL USE ONLY

You have received this message from KPMG South Africa.

© 2021 KPMG Services Proprietary Limited, a South African company with registration number 1999/012876/07 and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved.