



KUIPERS GROUP

GENERAL NOTICE

To: All Directors/Prescribed Officers/ Managers/Employees

From: Group Human Resources Director

Date: 23 November 2021

COVID-19 Vaccination – Need to Urgently Increase Number of Vaccinated Employees

Upfront the assurance is given that the Kuipers Group and its subsidiary companies, will honour its moral and legal duty imposed on Employers in terms of the Occupational Health and safety Act, to take reasonable and practical steps to maintain and ensure a safe working environment for all our employees, customers and communities.

To date various approaches and protocols have been implemented to protect employees in the workplace against the Covid pandemic, including sanitising, symptom monitoring, wearing of masks, social distancing etc. The latest and most effective means to prevent, mitigate and combat the impact of the Covid-19 infection is the vaccination; which creates an even safer workplace. Based on local and international research and studies the evidence has clearly demonstrated that:

- The **risk of infection** is much lower in a vaccinated person as compared to an unvaccinated one.
- The vaccination protects a person against **sever illness and death**- it saves lives!
- Fully vaccinated persons are associated with significantly less transmission to close contact than persons not vaccinated- **lower risk at spreading the disease/less infectious**.
- Unvaccinated people remain at higher risk of severe illness, death, and spreading the disease to others.
- The **efficacy and safety** of the vaccination has been demonstrated internationally and in South Africa- very rare for severe health side effects to be directly caused by the vaccination.

The reality within the Kuipers Group currently, despite numerous interventions and initiatives, is that only 50% of our workforce is fully vaccinated, which in itself poses serious risk as this is well below the required percentage to ensure herd/community immunity. In addition, one only has to consider the risks associated with the very nature of our work which requires almost all employees to be present at the workplace, working in close proximity to one another, in certain cases travelling and residing together in company accommodation, and utilising daily shower blocks and kitchens/canteens etc. All the above places the Kuipers Group and its employees at risk, which must be mitigated and contained.

Accordingly, The Kuipers Group will review the number of employees fully vaccinated by **Mid-January 2022**. If the outcome of this review reflects no significant increase in the number of employees fully vaccinated, the Kuipers Group will have to consider various other options, inclusive of imposing **Mandatory Vaccination** (in line with the Government's Directive issued in terms of Regulation 4 (10) on Measures to Address, Prevent and Combat the Spread of COVID-19 in certain Workplaces), or the **setting of conditions or restrictions on all unvaccinated** employees in our workplaces. In deciding our approach attention will be given to unvaccinated employee's rights, as balanced against the rights and interests of all other vaccinated employees/customers/suppliers/contractors, society and public interests on the whole, and the operational and business requirements and needs of the Kuipers Group.

As such, in a final effort to get employees to voluntarily vaccinate, all unvaccinated employees have until mid- January 2022 to be fully vaccinated. Proof of vaccination must be in the form of a valid vaccination certificate, or vaccination card issued and fully completed by the relevant medical institution. The current policy of allowing time off to be vaccinated will continue to apply.

The Kuipers Group is of the firm view that under the circumstances this is the **RIGHT THING TO DO**, not only from a Company perspective but also for the overall social good, in our fight to overcome this pandemic. As mentioned above, we have a duty to look after the health of our employees, respect our employee's right to safety, and to protect the operations of our businesses. We encourage all employees who are not vaccinated to do so as soon as possible before the set deadline - if you have any doubts or are unsure, please feel free to discuss such with your HR Officer.

Let's be responsible and take care of our own health and that of others- get vaccinated.

Yours sincerely,

R. B. Hoffman
Group Human Resources Director
Kuipers Group