

19 January 2022

Dear Lanceteers

**RE: Implementation of Lancet Labs Mandatory Vaccine Policy**

South Africa is currently in its fourth wave of the COVID-19 pandemic and the government has been continuing with discussions over mandatory vaccines in the workplace. Lancet Labs supports this. We believe that vaccination is a vital tool to reduce the presence and spread of COVID-19 cases in the workplace. We are pleased to report that over 70% of our employees are now vaccinated, however we must reach 100% vaccination rate.

Lancet Labs is committed to providing a safe working environment for employees, patients, clients, visitors and members of the public with whom we interact regularly. Vaccines have gone through rigorous testing and clinical trials to ensure that they meet the highest safety standards. We are confident about their safety and effectiveness.

We have received final notification from Life Healthcare, Mediclinic groups and continue to receive pressure from other important client bases on their planned introduction of mandatory vaccinations for their staff as well as service providers. As such, Lancet Labs and depots based within or staff entering their facilities will, in turn, be obligated to review and implement a vaccine policy in line with their operational requirements.

Therefore, after consultation with various stakeholders, Lancet Labs have decided to implement a compulsory vaccination policy for ALL employees.

All Lancet Labs employees will be required to be fully vaccinated by **30 April 2022**.

All employees will need to provide valid proof (vaccine certificate) of full vaccination status. Currently this means full proof of two J&J shots or two Pfizer shots or any other government-approved vaccine. This is subject to review as the country's vaccination policy changes, with the possibility of additional booster shots required.

**We urge all staff who have not yet been vaccinated, to do so as soon as possible. Should you require assistance, please contact the SHEQ department ([sheq@lancet.co.za](mailto:sheq@lancet.co.za)) to help you get your vaccine.**

Lancets Labs COVID-19 Vaccination Policy Implementation Committee is being established. The Committee will develop an implementation plan that will include details of how the Policy will be put into effect. This information will be shared with the staff as soon it becomes available.

Kind Regards

Lancet Laboratories Board

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