

To: All Legacy Staff

From: Bart Dorrestein / Neil Yates

Date: 24 January 2022

Re: Legacy Covid 19 Vaccine Policy

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We write this letter to all our loyal Staff, our Suppliers, our Contract workers, as well as a note to our guests setting out the Company's Covid 19 Vaccine Policy.

Legacy is committed to ensuring a safe and healthy working environment for all who work for the Company, for those who supply services to us, and to those who visit us.

Our business is one where with travellers' passion and enthusiasm we touch the lives of all with whom we come into contact, particularly our most valued asset "our Guests and Friends who support us".

The Company therefore places on record that in terms of the Occupational Health and Safety Act, we are committed to implementing a Mandatory Workplace Vaccination Policy to ensure that all those in our care, are protected as best as we can from the potential health hazards such as the current Corona Pandemic.

The Mandatory Policy is being adopted in the best interests of everyone, including all of our employees, their families, customers, and our valued guests.

We are counting on all of you to support us in this initiative, placing the safety of all of us ahead of our personal concerns.

Whilst we are aware that it is within all our rights to decline the vaccination based on reasonable justification including religion, culture, and most relevantly, health considerations, this needs to be balanced against the risk and impact of Covid 19 on our businesses, and the rights of all people to a safe environment within all the businesses we are involved in.

The seriousness of this situation cannot be stressed enough. Our very survival depends on our working our way through this together. Those who are not able to support the policy, must meet with their respective General Manager or Superior setting out the grounds for them not being able to support or comply with the Vaccination Policy. All objections will be reviewed by a committee trying to balance the safety of all of us against those of the party raising an objection.

A separate policy document will be issued in due course.

In the interim, we are counting on all of our Staff, Suppliers, Contract workers and most importantly, our most valued assets, our Guests, to ensure that the scourge of Covid 19 does not destroy our businesses and what we stand for.

Counting on you all.

Kind regards,



Bart



Neil