

merlog foods pty ltd



DATE: 12/11/2021

ATTENTION : ALL STAFF

RE: MANDATORY VACCINATION IN THE WORKPLACE

The whole world is right in the middle of a COVID pandemic.

Recently government has amended the Occupational Health and Safety requirements of all businesses within South Africa. To comply with the Occupational Health Safety Act, 85 of 1993, Merlog is required to provide a working environment that is safe and without risk to the health of it's employees and anyone who may be directly affected by our activities. The Directive issued in June 2021, *The consolidated direction on Occupational health and safety measures in certain workplaces*, allows for businesses to conduct a full and in depth Risk Assessment on the business in terms of how COVID-19 can and will affect the health and safety of staff as well as the operations of the business.

With Merlog Foods being designated an **Essential Service** and our food products and distribution processes requiring various points of physical contact before reaching the end consumer, we believe we are morally and legally obligated to both our staff and our customers, and the country as a whole, to vaccinate and protect each other as it is clear that vaccinations are an effective tool against the spread of Covid-19 and instrumental in the return to "normality".

To this end, Merlog has undertaken an in depth risk assessment and thus arrived at a decision to make the Covid-19 Vaccination Mandatory in the workplace.

Employees shall however retain the right to choose whether to be vaccinated, but their choice may impact on their employment, as Merlog may cite the inherent requirements of the work or genuine operational requirements. All employees who retain their right not to be vaccinated will require a COVID rapid test every Monday with a negative result to be allowed onto Merlog property. Merlog will arrange for a service provider to be stationed at the gate every Monday morning to conduct these tests, for the first 2 weeks, Merlog will pay, thereafter the cost will be deducted from the employee's salary every month.

As a company we have done our utmost to provide as much information and education, in order for our staff to make an informed decision regarding vaccination. We have and will continue to allow any staff member to take time off during work hours, as well as provide transport, in order to get vaccinated. We have also provided staff the opportunity to get vaccinated on site. To further assist we have also offered a monetary incentive.

Should any employee feel they require more information regarding the vaccine to assist in their decision, all are welcome to arrange a consultation through HR with a medical professional. If there are any questions, queries and/or concerns in respect of this letter, please contact HR to discuss further.

We will provide a further grace period, before we institute this mandatory vaccination policy, however be advised this will be limited.

A handwritten signature in black ink, appearing to read 'Russell Hanger', written over a horizontal line.

Russell Hanger