



01 October 2021

RE: COVID 19 Vaccination Policy

Dear National Staff,

The COVID 19 vaccination policy was rolled out on the 30th August 2021, informing all staff of the Company's approach to the pandemic and to create a safe working environment to all. The policy made references to exemptions and any exemptions will be dealt with according to the policy in the month of October.

Where staff applied for exemptions for medical and religious reasons the Human Resources Department will be in contact with you in due course to assess your request and the policy rules will apply regarding reasonable accommodation.

The rules around non exempted employees will also be applied in the month of October, whereby employees will be afforded an opportunity to present their case before a disciplinary enquiry that may lead to your dismissal.

The Company encourages all employees to familiarise themselves with the policy and to register and vaccinate to create a safe working environment for all.

Warm Regards

Management

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