



IAIN WILLIAMSON

CHIEF EXECUTIVE OFFICER - OLD MUTUAL LIMITED



12 November 2021

Dear Colleagues

Covid-19: “The next step in making our work environment safer for all”

Almost two years since the start of the Covid-19 pandemic, the virus continues to threaten the world. In South Africa, apart from the regrettable loss of life, our economy has taken great strain. At Old Mutual we continue to grapple with the worst effects of Covid-19 on our employees and our business. We have mourned the passing of 55 valued colleagues across the Group, and have also seen a sharp increase in the number of customer claims.

As we rapidly approach 2022, what’s top of mind for us is safely implementing the hybrid work model.

We have listened to the many views of our employees and after careful consideration, the Exco and I, with full support from the OML Board of Directors, have made the decision that all employees businesses must be vaccinated. Due to the availability of vaccinations, we will start with our South African businesses. **All employees across our South African businesses will therefore be required to have at least one Covid-19 vaccine by 1 January 2022 and to be fully vaccinated by 1 March 2022.**

You will also be required to declare and submit proof of your vaccination status via the CoronaFighter app by this date. The Old Mutual Vaccination Policy will be shared once it has gone through consultation processes.

We’ve summarised our reasoning below:

- **Enabling mutually positive futures is our purpose.** This includes protecting and improving lives. As one of the leading custodians of Africa’s savings and investments, we have a responsibility to make and support decisions that will benefit the long-term wellbeing of all our customers and stakeholders.

Old Mutual has a long history of being pro-vaccine. Back in the mid-19th century our founder John Fairbairn supported inoculation to help bring the deadly smallpox virus under control. This is in keeping with our timeless creed of “A certain friend in uncertain times.”

- **We are guided by good science.** More than 6 billion doses of Covid-19 vaccines have already been administered and monitored worldwide. The vaccines are safe and highly effective at protecting us from the devastating complications of the disease.

Although this protection is not 100%, there is an abundance of reliable evidence that they significantly reduce your risk of being infected, transmitting the virus and importantly they lessen the severity of the illness, reduce the need for hospitalisation and decrease the chance of dying from Covid.

Side effects are generally mild and don’t last long, while **serious side effects are extremely rare.** There is no evidence to suggest the vaccines could have any long-term side effects. Serious side effects from contracting Covid on the other hand, are commonplace and often long lasting. The safety of vaccines has been challenged and established in the approval process by various and suitably qualified authorities across the world, including South Africa.

· **Protecting our employees and customers is a priority.** As a responsible business committed to operating efficiently and serving our customers with care, we need to do everything we can to safeguard the health of all our employees and customers. As we implement our hybrid working model, which is a business imperative, we are obligated to ensure that our workplace is as safe as possible. A vaccinated workforce is our best defence.

· **Driving resilience and operational efficiency in our business is part of our strategy.** We strive to be ready and able to serve our customers and support them when they need us most. Vaccinations help reduce lost productivity due to illness, isolation and quarantine, mental health issues and death.

· **The greater good must lead the way forward.** Although we continue to respect individual rights and understand that not all of you will agree with this decision, the scale of this public health crisis calls for actions that are motivated by what is in our best interests as a society, a group, a country, a continent and, in fact, a whole world.

This is a time for Ubuntu. It is our sincere hope that we will be able to allay all your concerns and get your support and cooperation to help bring this stealthy and destructive virus under control, for the benefit of all.

In short, if we, as a large, and influential corporate, are able to play a greater role in combating this global catastrophe, we must do so, for practical as well as responsible business reasons.

We understand that you may have specific questions and comments. We will set up a number of engagement opportunities to discuss general as well as individual details or circumstances.

Please see the [infosheet](#) which summarises the vaccination policy. You will also be provided with the opportunity to apply for an exemption on very specific medical, religious or constitutional grounds. Please keep an eye out for more information and details, including answers to any questions or concerns you may have.

We encourage you to email covid19update@oldmutual.com with general questions and comments. For more specific medical concerns or questions, book a one-one-one virtual meeting with our medical experts via vaccinequestions@oldmutual.com to set up a time.

Don't forget there is also a wealth of vaccine and Covid-19 related information on our [Covid-19 staff portal](#). The site will also have the updated frequently asked questions and answers document this afternoon. These will address many of the questions posed during the Townhall session held this morning.

It is in times like these where we need to remain resolute to our purpose, "Championing Mutual Positive Every day." We're in this together, Mutualites, and together we will overcome it. Let's persevere as one with our plan to protect tomorrow.

Best regards

Iain

The logo for Old Mutual, consisting of the word "OLDMUTUAL" written vertically in white capital letters on a green rectangular background.

DO GREAT THINGS EVERY DAY