

RAM VACCINATION POLICY



TO ALL RAM STAFF
FROM RAM BOARD
SUBJECT **RAM VACCINATION POLICY**
DATE WEDNESDAY, 13 OCTOBER, 2021

Good Morning RAM Family

The ongoing discussion continues around the right for a company to expect employees to get vaccinated.

RAM has conducted and prepared a comprehensive Risk Assessment Plan and drafted a Vaccination Policy.

RAM has taken the decision, after having conducted a risk assessment and having consulted with the relevant stakeholders, for the Covid-19 vaccination to be mandatory for ALL of its employees. This is necessary in order for it to fulfil its operational requirements, protect its employees and be in a position to interact with its service providers and third parties.

It will be mandatory for ALL Ram Staff to be vaccinated by no later than 1 January 2022.

Currently, the majority of RAM employees have been vaccinated. We do, however, encourage those who have not yet vaccinated, to do so as soon as possible.

Those of you who show proof that they are fully vaccinated on or before 30 November 2021, will be entitled to a R250 gift card. This is more fully set out in the mandatory vaccination policy which will be circulated in due course.

You are advised that you have a right to refuse to take the vaccination based on your Constitutional rights to bodily integrity and your right to freedom of religion, belief and opinion (if applicable). You may also refuse to do so if there is a medical justification for doing so.

In the event that any of you refuse to be vaccinated, RAM will counsel you in order to understand the basis for your refusal in more detail. If you so choose, you will be allowed to seek guidance from a health and safety representative, a worker representative or trade union representative.

Where any of you has a medical contraindication for the vaccination, RAM will refer you for further medical evaluation.

If, following counselling and/or further medical evaluation, you still refuse to take the vaccination, and if it is necessary to do so, RAM will take steps to determine to what extent, if at all, you may be reasonably accommodated and, if not, what the consequences would then be for you.

This may include termination of your employment.

Should you require further information regarding the contents of this letter please contact Mdumiseni Nhlapo, Gail Mkele or your Regional Manager.

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