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VOLUNTARY COVID 19 VACCINATION GUIDELINES

PREAMBLE

The health and safety of our employees is of utmost importance, and in meeting our obligations to provide and maintain a safe workplace, to safeguard our employees, clients, visitors and customers the company recommends that employees receive the Covid 19 vaccination when a vaccine becomes available for that employee. The abovementioned recommendation is aligned with the recommendation of the South African Department of Health and the South African Governments commitment to ensure that the best options and approaches are utilised to protect the population from infections of Covid 19.

VOLUNTARY VACCINATION

Should the employee opt to receive the Covid 19 vaccination, it will be of their own volition, and these guidelines are that of an informative nature and cannot be construed or interpreted that the company has forced or coerced the employee into receiving the vaccination.

Employees are advised that there is currently no mandatory obligation to receive the Covid 19 vaccination, however, should the company, in future, elect to enforce a mandatory vaccination policy, the aforementioned policy will comply with all applicable laws, including the Constitutional rights of the employees, while focusing on mutual respect between the employer and employee, will be based on the guidelines as contained in “Annexure C” of the “Consolidated direction on occupational health and safety measures in certain workplaces”, Gazette No. 44700, published on 11 June 2021 and, subject to any applicable collective agreement, will be applicable to the employees as identified as per section 3(1)(a)(ii) of the above-mentioned directive.

WHAT IS A COVID-19 VACCINE

A vaccine is intended to provide immunity against COVID-19. In general, vaccines contain weakened or inactive parts of a particular organism that triggers an immune response within the body. This weakened version will not cause the disease in the person receiving the

vaccine, but it will prompt their immune system to respond. Some vaccines require multiple doses, given weeks or months apart. This is sometimes needed to allow for the production of long-lived antibodies and development of memory cells. In this way, the body is trained to fight the specific disease-causing organism, building up memory against the pathogen so it can fight it in the future.

WHY ARE VACCINES IMPORTANT

The aim of vaccination is to prevent morbidity and mortality. It is also to achieve herd immunity and prevent ongoing transmission. When a person is vaccinated against a disease, their risk of infection is also reduced. Vaccinations help lower the possibility for a pathogen to circulate in the community and protect those who cannot be vaccinated due to health conditions such as allergies or their age.

WHAT IS HERD IMMUNITY

When a lot of people in a community are vaccinated, the pathogen has a hard time circulating because most of the people it encounters are immune. This is called herd immunity. But no single vaccine provides 100 per cent protection, and herd immunity does not provide full protection to those who cannot safely be vaccinated. But with herd immunity, these people will have substantial protection, thanks to those around them being vaccinated. Vaccinating not only protects yourself, but also protects those in the community who are unable to be vaccinated.

ARE VACCINES NECESSARY TO PREVENT THE SPREAD OF COVID-19

There is overwhelming scientific evidence that vaccination is the best defence against serious infections. Vaccines do not give you the virus, rather it teaches your immune system to recognise and fight the infection. The COVID-19 vaccine presents the body with instructions to build immunity and does not alter human cells.

HOW DO I SIGN UP FOR THE VACCINE?

An electronic vaccination data system (EVDS) assists with the rollout of COVID-19 vaccines across the country. EVDS is an online self-enrolment portal where South Africans can register via a digital device for an appointment. Those who are unable to register via these methods may simply go to the nearest vaccination centre to be registered on the spot.

DO I PAY TO BE VACCINATED?

If you have medical aid, your medical aid number must be provided upon registration to be vaccinated, if you do not belong to a medical scheme, the cost of the vaccination will be covered by the government and there is no charge to any individual receiving the vaccination.

SIDE EFFECTS

should you suffer side effects from receiving the Covid 19 vaccination the employee will be entitled to sick leave in terms of the Basic Conditions of Employment Act, or any other applicable collective agreement.

I'VE BEEN VACCINATED

If you have already been vaccinated or if you opt to be vaccinated, please provide proof of vaccination to the Health and Safety Manager-Tshepo Makhubu. Furthermore, we would like to confirm that we are in the process of activating the vaccination module on the Healthdoc app, this functionality will allow employees to confirm their vaccination status promptly. The business will inform employees once this functionality has been activated. Please be advised that by providing your vaccination information to the company you consent to the company providing the relative information to the Department of Health for the relative purposes, including the registration of yourself on the Department of Health's vaccination site.

Should you have any questions pertaining to the above or require further information please contact Khumo Bogatsu from the Human Capital Team or Tshepo Makhubu from Health & Safety.