

Dear Colleagues

In the 20 months since our country first entered the COVID-19 pandemic, we have experienced devastating loss of life and livelihood. The impact on our economy, our people and our business has been brutal and unprecedented. With the projected onset of the fourth wave now imminent, we have both a moral and social obligation to do everything we can to minimise its impact.

Worldwide, vaccines have been proven to provide a high degree of protection against serious illness and death. Data shows that vaccinated individuals have 50% to 80% lower risk of infection, 70% to 85% lower risk of hospitalisation and 90% to 95% lower risk of death, when compared to those who are unvaccinated. With a transmission risk of 50% to 80% lower than unvaccinated individuals, people who are vaccinated pose significantly less of a risk to others should they contract COVID-19. **Undeniably, vaccines reduce the risk of contracting COVID-19, reduce transmission risk, reduce severe illness and death.**

As you are aware, Super Group embarked on a significant COVID-19 vaccination drive over the past months. Despite making good progress in terms of the number of employees vaccinated through both Group and other initiatives, the number of unvaccinated South African employees (over 30%) remains a serious health and safety concern. To date, a total of 24 Super Group colleagues have sadly lost their lives due to COVID-19.

Every life lost is a life too many, and every effort to curb further loss must be taken. It is for this reason, as well as the projected onset of the fourth wave, that the Group has made a decision to formally migrate from a voluntary COVID-19 vaccination policy to a mandatory one. There is also a strong possibility that vaccine passports will be introduced early in 2022. This passport system could restrict access to public services, certain events and public spaces such as restaurants and shopping malls.

We strongly believe that this approach will be our best defense in ensuring a safe and responsible working environment for all our employees and stakeholders. This decision was not taken lightly and was guided by the latest research data and evidence-based clinical insights.

To this end, all staff are required to adhere to the following timelines:


- 15 December 2021: proof of registration on EVDS
- 31 December 2021: received 1<sup>st</sup> vaccination (if single dose or double dose)
- 28 February 2022: received 2<sup>nd</sup> vaccination (double dose)


In implementing this policy, the Group will continue to be guided by the Department of Employment and Labour's Guidelines on Mandatory Vaccination. The new Group COVID-19 Vaccination Policy with further detail in this regard will be distributed to all employees shortly.

Unvaccinated staff pose an unnecessary risk to themselves, their families, customers and colleagues and I ask your support and co-operation in implementing the Mandatory Vaccination Policy. Together we can make Super Group, our communities and our country a safer and more prosperous place.

Kind Regards,

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