

## MEMO

To The Unlimited Staff

Across the world, COVID-19 vaccinations are enabling countries to return to a more normal way of life, to opening economic activity, to preventing severe illness and death and reducing infections. The Unlimited believes that mandatory vaccination will allow us to provide a safer workplace for our people and contribute to the recovery of our economy. In other words, to be part of the solution.

We know that a fourth wave of Covid-19 will be upon us in the near future, making it even more important for us to provide a safe workplace for our people. The Unlimited has already implemented a Mandatory Covid-19 Vaccination Policy for people working on site in our offices, as you know.

Since going into lockdown, we have learned that working from home is not always practical for our people or for our business. We know that the performance of certain teams, particularly in our call centres, is negatively impacted when people work from home. In addition, the wave of loadshedding has made this even more challenging, and providing all our people with data so that they can work from home, is expensive. For these reasons The Unlimited has decided that all employees must report for duty in person at their respective locations from **1<sup>st</sup> December 2021**.

To be able to work on site, our COVID-19 Vaccination Policy requires you to be vaccinated. People, especially in our call centres, work together in large numbers and closely to one another, which increases the risk of infections. Therefore, to work on site people must be vaccinated.

Should you decide not to get vaccinated, you will be able to apply for an exemption. If you do so, you must provide written reasons for why you object. Your application must be emailed to Kevin Howe (kevin.howe@theunlimited.co.za) on or before **5pm on Tuesday 23<sup>rd</sup> November 2021**. Your application must be supported by appropriate expert evidence, for example a report from your medical doctor. Applications will be carefully considered by a Committee.

Should you be granted an exemption you may return to work on certain conditions, for example you may need to have a weekly negative PCR lateral flow test at your cost.

Should you refuse to be vaccinated and/or your application for an exemption fails, The Unlimited has the right to take legal steps, including consulting with you in terms of Section 189 of the Labour Relations Act in anticipation of your possible retrenchment.

Please speak to your Leaders or HR if you have any questions.

Yours faithfully,



Andrew Wood  
CEO