



TSEBO

GROUP
ANNOUNCEMENT

MANDATORY VACCINATIONS FOR TSEBO SOUTH AFRICA

DATE: 10 Dec 2021

Dear Colleagues,

For over half a century, we have been reimagining the world of work and building a legacy for the future. This legacy can only continue if we are able to keep our promise to our clients around consistent and reliable service, and to do so, our staff need to be able to work in a safe and healthy environment.

The Covid pandemic has had a significant impact on us as a business, our clients, our employees, and the communities we live and work in. It is now common cause throughout the world that the best way to create a safe and healthy working environment is to follow the basic health protocols and to get vaccinated.

With vaccines being available to all South African residents, we have been encouraging all employees to get vaccinated. We are proud of our employees and the manner in which we have responded to create a safe work environment and secure the future of our business. In South Africa, more than **95% of our head office employees have been vaccinated**, with a total vaccination rate of **almost 65% across all divisions**. Although this is promising, it is not enough.

Given that the nature of our work is predominantly front line and our staff are exposed to potential infection on a daily basis, as well as the fact that most of us travel to work using public transport, our risk assessments have confirmed that all Tsebo employees are vulnerable. This is being evidenced as the country experiences a fourth wave of infections. With each wave of the virus, the human toll and trauma of sickness and death continue to weigh heavily on everyone.

Having consulted widely across the business, with many of our clients and our legal counsel, we have decided to make vaccinations mandatory for all Tsebo employees in South Africa. We will consider extending this mandate to our other countries of operation as sufficient vaccines become available to merit this decision. For many of us, vaccination is already a requirement, as dozens of our clients have communicated that they will no longer allow unvaccinated staff or suppliers to access their premises.

By the end of January 2022, it will be a requirement for all Tsebo employees in South Africa to be fully vaccinated. All employees who have reservations must send an exemption application by 15 December to their respective HR Department, who will engage and consult accordingly. Employees who need additional guidance and support are also encouraged to engage with their line managers, who will gladly assist.

As we close out the year 2021, we thank you for your contribution to Tsebo and wish you and your family a safe, healthy and blessed festive season.

OFFICE OF THE GROUP CEO

TSEBO GROUP COMMUNICATIONS



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