

Attention Vape King employees:

With many companies facing the pending fourth Covid 19 wave, the after effects of the third and the impact on the lives of our employees; Vape King would like to inform you that we intend on implementing a mandatory vaccination stance for all Vape King employees effective 06/10/2021.

All unvaccinated employees will require weekly rapid covid tests for those that do not wish to get their jab after the deadline.

This is not a decision Vape King has made lightly and it was debated at length.

With Vape King being in the retail industry, we are more exposed than most especially given the merchandise we promote and sell as it is products that are in direct contact with your mouth which requires removal of your mask to vape which in turn increases the risk to our employees and customers.

We are convinced it is the right thing to do, given the circumstances.

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We would like to lessen the aftermath as much as is in our control to do so, so that we protect the lives and livelihoods of our growing team.

With this in mind, livelihoods have been severely impacted during a series of necessary lockdowns and associated restrictions considering how tobacco products were banned in 2020 which caused massive strain and we would like to avoid further restrictions.

The scale of personal tragedy has been immense, we've lost an employee to this virus hitting very close to home with many of our team having suffered losses in their families or still enduring the aftereffects.

Vaccination is our country's best hope of reaching population immunity, defeating the pandemic, and restoring our national vibrancy and way of life.

Considering the undeniable data that COVID-19 vaccines are effective and safe.

Consider that vaccinated individuals have 50% - 80% lower risk of infection, 70% - 85% lower risk of hospitalization, and 90% - 95% lower risk of death, when compared to those who are unvaccinated.

Additionally, COVID-19 vaccines are proving extremely safe. Based on a recent publication in the New England Journal of Medicine ("Safety of the BNT162b2 mRNA Covid-19 Vaccine in a Nationwide Setting"), the risk of adverse events post vaccination is extremely low, and on aggregate, is substantially lower than the risk of adverse events post COVID-19 infection.

To put it in perspective: data from Public Health England (“Surveillance of influenza and other respiratory viruses in the UK”) suggests that the risk of death from COVID-19 is significantly less than the risk of death from normal flu, now that more than 75% of the UK population is fully vaccinated.

Another argument is the cost of treating illness brought on by COVID-19, as well as the compounding cost due to missed workdays and business closures, is a cost borne by society and not the individual.

We must therefore do everything possible as a country and as a community to vaccinate to protect and prevent the spread where possible and within our means.

Our hope is that other organizations will follow suit, like Discovery which is all over the media and that the systemic impact on vaccination take-up is profound.

The policy recognizes the right of employees to object to the policy and being vaccinated. We will consider the employee’s health, religious and other legal rights and will seek to balance these with the rights of all employees across the company.

Furthermore, we know that there will be questions about this policy and understand that there will be some anxiety, discomfort, and concerns however one’s own responsibly to prevent the spread cannot be ignored.

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We are proud of our position and are deeply committed to protecting our employees, consumers, and fellow citizens.

We cannot risk the repercussions given what is at stake.

Regards

Warren Pleass

CEO

