

OLDMUTUAL

COVID-19 VACCINE POLICY*



DO GREAT THINGS EVERY DAY

OUR APPROACH TO THE COVID-19 VACCINE

Globally we continue to grapple with the Covid-19 pandemic and the devastating effect on people, the healthcare system, businesses and the economy. At Old Mutual, we have mourned the passing of several valued colleagues across the Group and several more have not fully recovered from contracting Covid-19; we have paid out additional claims to customers and set aside millions more for future claims.

The unnecessary loss of life is truly regrettable and the impact on the healthcare system as well as the mental health and wellbeing of all people has been staggering. Worldwide data overwhelmingly indicates that the vaccination is our best defence at combatting this pandemic – the approved vaccines are safe, highly effective at decreasing the likelihood of severe Covid and death and at reducing infection and transmission rates.

We have listened to many views of our employees and after careful consideration, and with the full support of the OML Board of Directors, as a Responsible Business, we have made the decision that **all employees across our South African businesses must be vaccinated.**

Here's why:

- Our purpose is to enable mutually positive futures
- Our priority is to protect our employees and customers
- Our strategy includes driving resilience and operational efficiency in our business
- We are guided by good science
- The greater good must lead the way forward

WHO DOES THIS POLICY APPLY TO?



- **ALL** employees at Old Mutual's South African workplaces
- **ALL** our South African subsidiaries where we have effective management control
- **ALL** other subsidiaries by agreement

FACT CHECK



Vaccines will significantly reduce risks to our Employees and the business.



We are **committed to ensuring** that the **rights** of all our Employees and the organisation are **balanced**.

WHAT DOES OUR POLICY SAY ABOUT VACCINES?



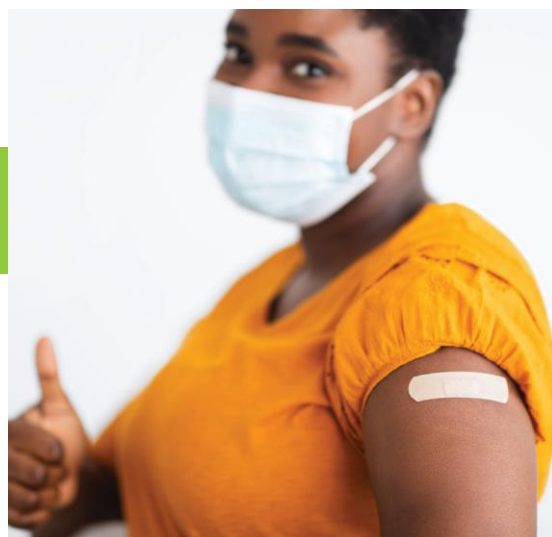
All existing employees must be **FULLY VACCINATED** by 1 March 2022.



All employees need to **declare their vaccination** status by uploading a copy of their **vaccination letter** or **vaccination card** to CoronaFighter.



New employees must be fully vaccinated prior to starting employment with us. **Alternately**, we will **assess whether they have a valid objection** against Covid-19 vaccination and we are able to reasonably accommodate their objection.



WE HAVE A PROCESS TO APPLY FOR EXEMPTION FROM THE POLICY

On medical, religious and/or constitutional grounds.

01

Download **ANNEXURE A** [here](#). 

02

Complete and submit Annexure A with supporting documents and/or reference between **15-30 November 2021**.

IF YOUR EXEMPTION IS GRANTED:



IF YOUR EXEMPTION IS DENIED:

We will take **reasonable steps to accommodate you, which may include:**

- Temporary or permanent alternative placement
- Weekly Covid-19 PCR testing
- You wearing additional PPE
- You wearing an N95 mask

OR

If we can't **reasonably accommodate you:**

Our HR process will begin which could result in termination

You will be required to give us **proof of** your Covid-19 **vaccination** within 5 days.

OR

If you refuse to do so:

Our HR process will begin which could result in termination

Old Mutual will:

- Provide counseling
- Allow you to confer with a trade union representative, worker representative or Health and Safety representative
- Provide access to a virtual consultation with a medical professional to answer your questions about vaccines

VERY IMPORTANT!

You may face **disciplinary action** for:

- Making frivolous or false claims about this policy or the Covid-19 vaccine
- Submitting false information



** Kindly note that the draft policy is available and Old Mutual will consult with recognised trade unions.*