



**Statement: Media24 mandatory vaccination policy.**

**15 December 2021**

Media24 has implemented a workplace vaccination policy that makes vaccinations mandatory for all employees, service providers and visitors (including clients) who enter the company's premises, effective 1 March 2022.

The decision to implement a policy that makes vaccinations mandatory was not taken lightly. From the onset of the pandemic Media24's main priorities have been the health and safety of our people and business continuity, and we remain committed to taking every reasonable precaution to protect employees against Covid-19.

The policy was developed with broad input and within the ambit of the law, balancing the rights of individual employees with our duty to provide a safe work environment. Risk assessments have already indicated the efficacy of vaccines in offering substantial protection against the hazards of Covid-19.

After announcing the draft policy to employees on 22 November 2021, the company consulted with staff. This included information sessions about the policy (live and recordings), providing access to expert and clinical information about vaccines and vaccinations and providing dedicated emailboxes for staff to ask questions and raise issues and concerns.

Media24 employees will be able to apply for exemption on medical or constitutional grounds and are allowed to lodge an appeal if an initial application is unsuccessful. The policy also provides for possibly permitting entry for unvaccinated staff and visitors who can present a negative PCR test that is less than 72 hours old.

All applications for exemption and any other discussions will be managed on individual merit and the termination of an employee's services on the basis of non-compliance will be considered only as a last resort.