



Statement: Media24 suspends mandatory vaccination policy.

10 June 2022

Media24 has suspended its mandatory vaccination policy, effective Monday (13 June 2022).

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 in the fight against Covid-19. This included the formation of a dedicated Covid-19 risk management team to lead, inform and guide the company in terms of risk assessments and implementing appropriate measures, protocols and regulations to keep our people safe, ensure compliance and keep the business going.

Along with several other large businesses, we implemented a mandatory vaccination policy based on the risk assessments at the time – balancing the rights of our employees with our obligation by law to provide a safe work environment. Also, risk assessments recognised the efficacy of vaccines in offering substantial protection against the hazards of Covid-19.

While implementing the policy was the right decision at the time, it was clear from the start that the policy should logically evolve along with the pandemic and that we would reach the point where it was no longer required. This has been our undertaking to staff too – that we will continue to monitor and review the situation and that all decisions will be made based on comprehensive risk assessments.

The context of the pandemic (and the risk it poses) is ever evolving and here at Media24, as well as nationally and internationally, regulations continue to be relaxed or abandoned. Media24's Covid-19 risk management committee met on 31 May 2022 and in consultation with the group's health and safety committees, revised the risk assessment for our company.

Key elements of the revised assessment are:

- the inherent risk associated with Covid-19 in the workplace has reduced significantly across almost all workplace settings;
- given the high vaccination rate of more than 90% among our staff and with the fifth-wave of infections officially over (having peaked at a much lower level than the previous waves) the vaccination policy may be suspended as a risk mitigation factor; and
- with continued wearing of masks, as still required by national health regulations, and employees who are ill required to stay home, screening will not be a requirement for entrance.

However, the committee noted that should the risk assessment warrant it, the Covid-19 vaccination policy and / or other appropriate mitigation measures may be re-implemented in future.

The suspension of the policy means that from Monday, 13 June:

- No screenings will be done at Media24 premises and all staff and visitors will be allowed to enter without proof of vaccination or a negative Covid-19 test result.
- The wearing of masks inside the building remains compulsory, as prescribed by national health regulations.

We will continue to monitor the situation and update risk assessments as and when required. At the same time we still encourage staff to get vaccinated and/or receive booster shots to protect themselves, their families and contribute to a safe workplace.