

## COVID-19 VACCINATION POLICY

Concor demonstrates commitment to its values by prioritising the health and safety of employees through its expectation of **ZERO HARM**.

Concor does not deem it necessary to have mandatory vaccination of any employee or groups of employees at this time.

Concor supports the voluntary vaccination programs that are implemented by relevant authorities and private partners, and:

- encourages all employees to vaccinate against Covid-19;
- provides administrative support to employees to register on vaccination platforms as may be prescribed;
- allows employees that suffer from side effects due to being vaccinated to take sick leave as prescribed by applicable legislation;
- supports employees right to choose not to be vaccinated on any medical or constitutional grounds; and
- gives employees paid time off to be vaccinated, provided that the employee provides proof of the vaccination.

This Policy will be reviewed periodically by the Company.



Lucas Tseki  
Chief Executive Officer

18 August 2021

Date

