



COVID-19 VACCINATION POLICY

Concor demonstrates commitment to its values by prioritising the health and safety of its 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 however supports any voluntary vaccination program that are implemented by relevant authorities and private partner, and:

- Encourages all employees to vaccinate against Covid-19;
- To provide administrative support to employees to register on vaccination platforms as may be prescribed;
- To allow employees that suffer from side effects to being vaccinated to take sick leave as prescribed by applicable legislation;
- To support employees right to choose not to be vaccinated on any medical or constitutional grounds; and
- To give employees paid time off to be vaccinated, provided that the employee returns with proof of vaccination.

This policy statement will be reviewed periodically by Concor.

A handwritten signature in black ink, appearing to read "J. Govender", written over a horizontal line.

Jerome Govender
Chief Executive Officer

26 MARCH 2025

date



Care



Trust



Delivery



Agility



Teamwork