



# Frequently asked questions: Mandatory Vaccination Policy for Employees

## 1) **Where does mandatory vaccination fit into Discovery's broader approach to keeping employees safe in the workplace?**

In the context of COVID-19, our approach to protecting staff in the workplace is at all times guided by the latest research, evidence-based clinical insights and data.

At the start of the pandemic, there was clear guidance around the impact of social distancing measures, sanitising hands and respiratory hygiene on preventing the spread of COVID-19. Soon thereafter, as the scientific understanding evolved, so did our risk-mitigation measures and mandatory wearing of masks was included as an additional layer of protection in the workplace.

In the same vein, vaccination is the latest and most effective mechanism to-date in the prevention and mitigation of the severity of COVID-19 infection. Getting vaccinated against COVID-19 is therefore yet another means through which to prevent transmission of infection, illness and death as resulting from COVID-19 disease.

Mandating COVID-19 vaccines for staff is in many respects the same as mandating other protective measures such as wearing masks and other social behaviour initiatives such as social distancing.

## 2) **Why does Discovery believe it has the right to 'force' an employee to vaccinate?**

Throughout this pandemic and based on available clinical evidence, Discovery has put in place measures to protect and keep its employees safe. Now that the vaccine is widely available, it provides an additive protective benefit creating an even safer workplace for all Discovery employees. The power of vaccines to protect lives against COVID-19 is now unequivocal, and extensive evidence exists, both globally and in South Africa, conclusively demonstrating the efficacy and safety of the COVID-19 vaccines available in South Africa.

We strongly believe that mandating vaccination for employees is therefore the right thing to do and is completely aligned with Discovery's core purpose to enhance and protect people's lives, and to be a powerful force for social good.



The mandatory vaccination policy recognises employees' right to object to the vaccination and has built in a process to manage this including, where necessary and possible, exemptions and reasonable accommodation of employees taking into account the operational and business requirements of Discovery. This process will consider the employee's health, religious and other legal rights and seek to balance these with the rights of all employees across the Group.

### **3) Isn't this Mandatory Vaccination Policy against the national Constitution?**

South Africa has one of the strongest and most progressive constitutions globally including a broad set of rights and protections including bodily integrity, freedom of religion and so forth. However, our constitutional rights are not absolute. These rights may be limited in terms of law of general application, especially where these are balanced against the rights of others and the broader public interest. The South African courts have made several judicial pronouncements on circumstances under which Constitutional rights may justifiably be limited.

The Consolidated Direction on Occupational Health and Safety Measures issued by the Minister of Employment and Labour in June 2021, is a law of general application. It provides for implementation of mandatory employee vaccination in circumstances where this may be required.

As Discovery we have extensively explored the constitutionality of mandatory employee vaccinations. We are convinced that our policy in this regard makes Constitutional muster. Discovery can lawfully make vaccination mandatory. However, where employees refuse or are unable to be vaccinated Discovery will give due consideration to the individual circumstances and go through an appeals and exceptions where all possible reasonable accommodations will be considered to accommodate employees that cannot justifiably be vaccinated.

Our policy is premised on the principle of mutual respect and places a premium on public health imperatives, the Constitutional rights of employees and the efficient operation of our business. Our policy provides for a careful assessment and balancing of the interests and rights of employees, the public interest and that the rights and obligations of Discovery as an employer under the Occupational Health and Safety Act and the regulations and directions made under the Disaster Management Act.

### **4) Doesn't mandatory vaccination contradict aspects of Discovery's organisational values?**

No. Quite the opposite. We are in fact stepping up, to live what is typically the most challenging value we aspire to - to be a force for good. Ultimately, we are sure that this is the right thing to do and that this is completely aligned with our core purpose to enhance and protect people's lives, and to be a powerful force for social good.



**5) What financial or other forms of support are available to Discovery staff who experience mild or serious side effects post vaccination?**

Treatment of mild and moderate side effects and adverse effects are covered by medical schemes as a prescribed minimum benefit. Any employee who experiences side effects will therefore be covered through their standard medical scheme benefits

For serious adverse events, the National Department of Health and National Treasury have established a national no-faults indemnity fund that provides relief for anyone who has experienced a serious adverse event through vaccination

Discovery also has a COVID support service in place through its Healthy Company employee wellbeing and assistance programme that will provide additional support to any employees who experience an adverse event and require additional support.

**6) Should a Discovery staff member experience adverse, severe side effects from a COVID-19 vaccines, who is legally liable?**

The treatment of adverse events as a result of COVID-19 vaccination is covered by medical schemes as a prescribed minimum benefit. Any employee who experiences an adverse event will therefore be covered through their standard medical scheme benefits.

The Compensation for Occupational Injuries and Diseases Act, under which Discovery is registered, also provides for assistance with medical expenses and loss of income in relation to certain adverse events as a result of vaccination.

Further, a person is able to claim from the Coronavirus COVID-19 Vaccine Injury No-fault Compensation Scheme established in April 2021 under the Regulations issued under the Disaster Management Act if that person has a severe injury resulting in permanent or significant injury or serious harm to a person's health. The injury must be causal - related to vaccination using a COVID-19 vaccine in terms of the regulations.

Discovery will assist and support employees in navigating these various claims processes in the unlikely event of an adverse reaction to vaccination and will provide the necessary employee support through Healthy Company, Discovery's wellness and assistance programme available to all staff.

**7) Both vaccinated and unvaccinated individuals can be infected with COVID-19 and transmit the virus. So why mandate vaccines for Discovery staff?**

While vaccinated people can be infected with COVID-19, their risk of infection is much lower than in unvaccinated people.



We refer to COVID-19 infections in fully vaccinated people as "breakthrough infections". These are very rare and when they happen they are mainly mild in severity. In the Sisonke trial they occurred in 1% of the fully vaccinated study participants with 94% presenting with mild illness, 4% moderate and 2% severe illness.

The ultimate aim of COVID-19 vaccination is to protect against severe illness and death. COVID-19 vaccines have been shown to achieve this very well. These vaccines therefore save lives. Unvaccinated individuals remain at higher risk of severe illness and death, and also of spreading the disease to others.

Overall, COVID-19 vaccines significantly reduce the risk of being infected with COVID disease (50-80% reduction in risk of infection). More importantly, analysis by the South African Medical Research Council, Sisonke trial data and Discovery Health Research and Intelligence highlights that there is a reduced risk of severe disease and death in the unlikely event that you do experience a breakthrough infection (91-96% reduction in severe disease and death in vaccinated people).

Interestingly of the 1100 medical aid members across all of the schemes administered by Discovery Health who were in hospital for treatment of COVID-19 illness at 12 September 2021, 1050 (96%) were unvaccinated. Of the 189 members on ventilators in this group, 188 (99%) were unvaccinated.

Discovery Health's own evidence is in line with global research and conclusive that COVID-19 vaccines prevent serious COVID illness. Even where breakthrough infections do occur, the severity of disease is significantly diminished.

In studies conducted before the emergence of the Delta variant, data from multiple studies in different countries suggested that people vaccinated with mRNA COVID-19 vaccines who develop COVID-19 generally have a lower viral load than unvaccinated people. For the Delta variant, early data indicate vaccinated and unvaccinated persons infected with Delta have similar levels of viral RNA and culturable virus detected, indicating that some vaccinated people infected with the Delta variant of SARS-CoV-2 may be able to transmit the virus to others.

However, other studies have shown a more rapid decline in viral RNA and culturable virus in fully vaccinated people. One study observed that Delta infection in fully vaccinated persons was associated with significantly less transmission to contacts than persons who were unvaccinated or partially vaccinated.

Together, these studies suggest that vaccinated people who become infected with Delta have potential to be less infectious than infected unvaccinated people. Additional data collection and studies are underway to understand the extent and duration of transmissibility of Delta variant SARS-CoV-2.



## **8) What happens when an employee objects to vaccination for religious or medical reasons?**

Discovery's mandatory vaccination policy recognises employees' rights to object to COVID-19 vaccination and has a built-in process to manage this including, where necessary and possible, exemptions and reasonable accommodation of employees, taking into account the operational and business requirements of Discovery. This process will consider the employee's health, religious and other legal rights and seek to balance these with the rights of all employees across the Group.

## **9) Where employee objections to COVID-19 vaccination are upheld, can they come work at Discovery's offices?**

The policy recognises employees' rights to object to COVID-19 vaccination. There's an appeal and exceptions process to manage instances where an employee objects to vaccination on either medical or constitutional grounds. The appeals and exceptions process will consider the employee's health, religious and other legal rights and seek to balance these with the rights of all employees across the Group, and the operational needs of the business.

As part of the appeals and exceptions process, employees that are justifiably unable to be vaccinated may be reasonably accommodated through other means that have the same effect of not putting themselves or any other employees at any additional risk. For example, a negative COVID-19 test in the prior 72 hours might be considered a reasonable accommodation in certain instances.

## **10) Isn't mandating vaccines for all Discovery staff insensitive to certain races and cultures within the South African context?**

COVID-19 infection affects all races and cultures equally. This is evidenced by the number of people of all races and cultures who have been infected and died from this disease globally. Vaccines equally provide protection against severe illness and death across different races and cultures. The policy is therefore not insensitive as it aims to protect employees of all races and cultures. Beyond the clear clinical impact of COVID-19 vaccinations for all people irrespective of race and culture, there is also a strong economic imperative in keeping the economy open for business and avoiding further lockdowns. We therefore have a powerful civic duty as individuals across the country to get vaccinated and encourage those around us to do the same.

## **11) Is there any evidence that confirms the safety of Covid-19 vaccine for people who are suffering from autoimmune disease?**

Yes. It is safe. The Lancet research ([https://www.thelancet.com/journals/lanrhe/article/PIIS2665-9913\(21\)00181-8/fulltext](https://www.thelancet.com/journals/lanrhe/article/PIIS2665-9913(21)00181-8/fulltext)) states that people with autoimmune disease especially those on



medication may not develop as robust a immune response as people with stronger immune systems. Clinical trial data has shown benefit in giving these individuals a 3<sup>rd</sup> dose of the vaccine to achieve the same level of an immune response as the one achieved with 2 doses in immunocompetent individuals..

You can read more about this topic here: <https://www.fda.gov/news-events/press-announcements/coronavirus-covid-19-update-fda-authorizes-additional-vaccine-dose-certain-immunocompromised>

**12) What happens if an employee has a medical reason as to why they can't vaccinate? Will they be exempted from vaccinating?**

The policy recognises employees' right to object to the vaccination and has built in a process to manage this including, where necessary and possible, exemptions and reasonable accommodation of employees taking into account the operational and business requirements of Discovery. This process will consider the employee's health, religious and other legal rights and seek to balance these with the rights of all employees across the Group.

**13) How will Discovery accommodate an employee who refuses to have a COVID-19 vaccination but is required to travel as part of their work?**

Over the next few weeks, there will be opportunities for employees to engage with their leaders on the policy and what it means for them. In addition, employees who need personalised and confidential support to make their vaccination decision will be able to engage with clinical experts, healthcare professionals and leaders within the Discovery Group (including HR) to address any questions and concerns. We have a consultative period from now to December 2021 and while some general principles will apply, each case will be handled and evaluated on its own merit.

**14) Will an employee's career be negatively impacted by refusal to have a COVID-19 vaccine and will these individuals be excluded in any way?**

Not by design. Bullying, discrimination and marginalisation are against Discovery's values. And if ever an employee were to be victimised over their choice not to be vaccinated, we would urge these individuals to reach out for support.

It is important to consider that there may be instances where such employees are excluded from Discovery events but this is especially from a health risk mitigation point of view e.g. internal in-person events can only be attended by those who have been vaccinated.



**15) How will we service certain customers, clients, vendors, visitors and suppliers if they enter our building and they haven't been vaccinated?**

We require that our customers are vaccinated. Where they are not, they will need to meet the requirements of the screening and testing process we will be setting up. As with Discovery employees, there will also be a appeals and exceptions process for suppliers, vendors and visitors.

**16) I don't agree with Discovery's Mandatory Vaccination Policy for employees. I want to cancel my policies and move all of my business elsewhere.**

Thank-you for reaching out. We appreciate and understand your concerns. We have deliberated at length on the decision to mandate COVID-19 vaccines for our staff. We want to assure you that this decision comes on the back of extensive consultation with legal and ethics scholars, and we are confident that this move accords with the highest ethical, legal and moral standards.

Ultimately the decision rests on:

- An unprecedented public health tragedy where over 220k people have lost their lives to COVID-19 in the past 18 months (41% more people have died in this period compared to the long-term average). The Medical Research Council reports that over 220 000 natural excess deaths have occurred over the past 17 months in South Africa and these excess deaths are most likely as a result of COVID-19.
- Scientific evidence and data that incontrovertibly demonstrates that vaccines work in reducing both risk of infection and, severe disease and death
- Our moral and legal obligation to do everything possible to ensure a safe workplace for all our employees. Vaccination provides unprecedented protection against COVID-19, significantly enhancing all the existing protections in place.
- Our aim to implement this policy in accordance with all legal requirements and in alignment with our values. With this in mind, the appeals and exception process implemented as part of the policy will consider health, religious and other legal rights and seek to balance these with the rights of all employees across the group.
- Further, given the positive uptake of vaccination across the Discovery Group to date and the leadership role many Discovery employees play in their respective communities, we are confident most employees would have been vaccinated by year end in any event

We certainly don't want to lose any of our clients and members, and we are confident that we will be able to address any concerns you may have.



**17) This above-mentioned response does not justify your decision to implement a mandatory policy for vaccination for all your staff and I will continue to cancel all policies with Discovery.**

Discovery has tragically lost 22 of our employees and more than 13950 clients from COVID-19 related illness. The country has lost more than 220k (The Medical Research Council reports that over 220 000 natural excess deaths have occurred over the past 17 months in South Africa and these excess deaths are most likely as a result of COVID-19).

Being at the forefront of the healthcare needs of our clients and medical scheme members, we witness the tragedy and despair first-hand. We are compelled to make a difference, and to protect our employees and our customers. Our data also demonstrate unequivocally and at scale that COVID-19 vaccines are safe and effective.

We ask that you respect our right and attempt to make our workplace safe, and to do everything in our power to protect our employees. The vast majority of our employees have welcomed this mandate (how do we validate this? Can we mention the feedback received by email / direct contact) and it is unfair for a very small number of unvaccinated employees to place them wider group at risk. We'll do all we can to accommodate unvaccinated employees as far as possible.

We are committed to offering you and all our clients the best possible product offering and service, and to achieving this in part by reducing all risks to our business continuity.

**18) How does this policy affect new employees and Discovery's recruitment policies?**

The policy, once effective, will be applicable to all Discovery employees, including new hires. We won't stop anyone for applying for a role - that would be against our values – specifically Great People, Liberating the best in people, Integrity, Honesty & Fairness, and it would be a discriminatory practice.

We will, however, be absolutely transparent about the mandatory vaccination policy and will work with applicants to determine if they agree to vaccination or if we whether they would seek to need to find a reasonable accommodation.

**19) Why can't Discovery staff continue to work from home permanently, especially considering that employees have been working from home for over a year already?**

We have been successful in remote working in the past 18 months. However, this way of working was making the best of the challenging times during hard lockdown periods. This was not an ideal situation.





It has taken our teams months to craft a hybrid work model for the future that balances operational requirements, team effectiveness, and the need for flexibility given the COVID-19 risk context. The hybrid work model requires all employees to spend some time in the office, with no one permanently working remotely. This is crucial to the sustainable, long-term success and health of the business and our unique culture.

**20) If vaccination is so critical in the fight against COVID-19, why doesn't government make it compulsory?**

Although government has not implemented state-wide mandatory vaccination for COVID-19, the Department of Labour did publish an occupational health and safety directive in June 2021 that provides a framework for the implementation of mandatory vaccination by employers. Various other organisations are also requiring vaccination for admission to their buildings and/or events. There is therefore increasing social and workplace adoption of vaccination as criteria for admission.

**21) Will Discovery pay for employees who may request a confidential one-on-one conversation with an independent doctor / psychologist to advise staff on any personal challenges they may have regarding COVID-19 vaccination?**

All employees who need personalised and confidential support in making their vaccination decisions will be able to engage with Discovery's team of clinical experts, healthcare professionals and HR leadership to address any questions and concerns they have on vaccines. Employees can also make use of on-site clinic doctors and for concerns that are emotional or psychological also reach out to Healthy Company for support.

**22) Will Discovery terminate employment for staff who refuse to vaccinate?**

Discovery will do its very best to accommodate any employee who has reasonable and justifiable grounds for choosing not to be vaccinated. Recognising that each case is different will not follow a blanket approach but will instead use a case-by-case approach carefully balancing the employees' rights, the safety of our workplaces and operational requirements. It is possible that in a case where an employee's decision not to vaccinate cannot be accommodated through the established processes and this may lead to them leaving the organisation, but we hope this scenario will not emerge.

**23) Is Discovery prepared to lose key talent if staff exercise a personal choice not to get vaccinated?**

Our objective is to support and enable all employees eligible for vaccinations to get vaccinated. We will do everything possible to encourage our employees to get vaccinated and to accommodate those employees who have reasonable and justifiable grounds for choosing not



to be vaccinated Termination of employment will be our last resort. Also see answer for the previous question "Will Discovery terminate employment staff who refuse to vaccinate?"

**24) Discovery says it will offer support to employees, particularly if they're finding the vaccination idea quite overwhelming. This does not equate to this policy being morally right.**

Ultimately, we are convinced that this is the right thing to do and that this is completely aligned with our core purpose to make people healthier and enhance and protect people's lives, and to our value of being a powerful force for social good. There is no doubt that being vaccinated confers personal protection and protection for those around you. Whilst there is a legal framework for this, more importantly we have a moral and ethical obligation to do this.

**25) Why did Discovery not engage its employees about how they felt about this directive – surely it matters what they think?**

The drafting, documenting and finalisation of the policy was conducted with our purpose, values, facts and data in mind and after extensive deliberation and debate across the Group. We are actively engaging employees in refining the steps and procedures for implementation of the policy. Given our social and moral obligation, as well as legal obligation in terms of the Occupational Health and Safety Act, the policy decision was made at a senior leadership level.

**26) What evidence exists that shows the vaccination is effective at reducing the spread of COVID-19?**

The evidence is unequivocal that COVID-19 vaccines are safe and effective at preventing serious COVID-19 illness and death. This is based on extensive global data and studies available on COVID-19 vaccines, and reinforced by South Africa's and Discovery Health's extensive research on this front.

While vaccinated people can be infected with COVID-19, their risk of infection is much lower than in unvaccinated people. We refer to COVID-19 infections in fully vaccinated people as "breakthrough infections". These are very rare and when they happen they are mainly mild in severity. In the Sisonke trial they occurred in 1% of the fully vaccinated study participants with 94% presenting with mild illness, 4% moderate and 2% severe illness.

Overall, COVID-19 vaccines significantly reduce the risk of being infected with COVID disease (50-80% reduction in risk of infection). In studies conducted before the emergence of the Delta variant, data from multiple studies in different countries suggested that people vaccinated with mRNA COVID-19 vaccines who develop COVID-19 generally have a lower viral load than unvaccinated people. For the Delta variant, early data indicate vaccinated and unvaccinated persons infected with Delta have similar levels of viral RNA and culturable virus detected,



indicating that some vaccinated people infected with the Delta variant of SARS-CoV-2 may be able to transmit the virus to others. However, other studies have shown a more rapid decline in viral RNA and culturable virus in fully vaccinated people. One study observed that Delta infection in fully vaccinated persons was associated with significantly less transmission to contacts than persons who were unvaccinated or partially vaccinated.

Together, these studies suggest that vaccinated people who become infected with Delta have potential to be less infectious than infected unvaccinated people. Additional data collection and studies are underway to understand the extent and duration of transmissibility of Delta variant SARS-CoV-2.

**27) What happens if there are new strains against which COVID-19 vaccines aren't effective?**

We'll do what we have always done – we will lean on the data and clinical research to guide our next steps.

**28) Will Discovery mandate annual booster vaccines in future?**

There are extensive studies happening at the moment on the potential need for boosters. First female President and CEO of the South African Medical Research Council (SAMRC), who led the COVID-19 Research Committee, Prof Glenda Gray and her team are studying the need for and impact of boosters in SA at the moment, supplementing the extensive global studies on this. We will keep track of all the studies and be guided by the National Dept. of Health and scientists in this regard.

**29) Considering that the immune response generated by the vaccines currently on the market only seems to last around 6 to 8 months - depending on which brand was administered - will Discovery be keeping track of when individuals received their second jab, so as to know when booster shots should be administered?**

We are already tracking the dates and intervals for all Discovery clients who have been vaccinated to-date and are assisting them with second dose reminders. When boosters come into play, we would aim to provide the same support to our clients, medical aid members and employees to help them ensure they get their subsequent doses at the right time.



**30) Will vaccinated Discovery employees be expected to attend external client meetings where the clients are not vaccinated? Will Discovery send vaccinated staff to unvaccinated clients?**

We would ideally prefer not to. In these cases, we'd prefer virtual engagements. Otherwise, we must take careful precautions - have the meeting outdoors in a well-ventilated area, wearing masks, and keeping distance. But ideally virtual in this circumstance.

**31) Do COVID-19 vaccines negatively affect fertility?**

There is absolutely no data that indicates this is true, nor is there even a theoretical reason why vaccines could cause infertility. Women volunteers who participated in the vaccine's clinical trials were able to fall pregnant after vaccination.

Also, pregnant women infected with Covid-19 are at a higher risk of having a miscarriage or going into premature labour – so if you're considering having a baby, get vaccinated!

This is a topic that has been discussed extensively on public platforms and the concerns originated from a misunderstanding of how the vaccine works and role of the spike proteins that are produced on our own cells post vaccination with the J&J and Pfizer vaccines, in stimulating our immune systems.

**32) What do we know about vaccinating children between 12 and 18 years old?**

The Pfizer vaccine has now been approved for the use in children between 12-18 years of age in South Africa.

This vaccine has already been used in children aged 12 and older in the US and many countries across Europe, with excellent results (though still authorised under emergency use for children by the US FDA). Registration on the EVDS system for 12-17 year old children will officially open on Wednesday 20 October and we expect that the vaccination of children will commence soon thereafter.

**33) It has been proven that a person who has recovered from COVID-19 illness has long-lasting immunity to the disease. Discovery's own data says that up to 80% of South African residents have likely been exposed to COVID-19. Why "force" vaccination on people when they already have a well-functioning immune system that is already protecting them from the disease?**

In our own data, we are seeing individuals with repeat positive tests indicating potential reinfections in people who have COVID-19 previously. The immunity from a previous infection has been shown to wane over time. There is also no certainty about long term protection



against potential future variants. One study by the CDC showed that unvaccinated people who already had COVID-19 are more than 2 times as likely than fully vaccinated people to get COVID-19 again.

Vaccination is important and quite valuable even if you've had COVID-19 before. The strongest immunity is actually "hybrid immunity." This occurs in people who have had a COVID-19 infection plus a vaccine. These individuals develop "super-immunity". The antibodies are 100 times higher than a vaccinated individual in hybrid immunity.

### **34) Will Discovery Health Medical Scheme's Medical Aid members be forced to be vaccinated?**

The Mandatory Vaccination Policy is not for medical aid members. The policy is in Discovery's capacity as an employer.

Medical Schemes in South Africa cannot mandate that their members are vaccinated against COVID-19. In fact, medical schemes in South Africa may not by law offer different premiums or benefits to anyone, based on any specific factor, including age, health status, demographics or vaccination. The Medical Schemes Act in South Africa provides for community rating, and does not allow any form of risk rating, whatsoever. Members of all schemes, including DHMS will have no change to their contributions or benefits, or any other component of their medical scheme cover, based on vaccination status.

As an employer, Discovery Health – as part of the Discovery group – has mandated vaccination for our employees. This is with the clear intention of creating a safe workspace for our employees to come back to our offices. It has no bearing on the medical schemes we administer, such as DHMS. This is a workforce policy, relating to Discovery Group employees.

### **35) Does an employee have the right to refuse to show Discovery proof of vaccination?**

Disclosure is the only way the policy can be effective in achieving its aim of maintaining as safe a work environment as possible. On the back end we have taken every measure to ensure we are compliant with POPIA, and a limited set of permissions so the individual data is viewable by a very small subset of people. Disclosure is therefore critical for operational fulfilment and is optimal for business continuity. Confidentiality will be maintained in line with the fair operationalisation of the policy.

### **36) Is there a deadline as to when employees need to be vaccinated?**

We encourage our employees to get vaccinated as soon as possible. We intend to implement the mandatory vaccination policy across Discovery from 01 January 2022.



**37) When will all Discovery employees need to be back at the office?**

Our return-to-office strategy will be based on the risk adjusted matrix already applied in the business. We have a strong moral obligation to protect our employees given the requirements of the Occupational Health and Safety Act and our core purpose and values. We will therefore only return to the office when it is safe to do so and in line with a hybrid work model that contextualises the type of work done within the business units at the time.

**38) Will staff still be required to wear face masks in the office?**

Yes, until a change is made nationally, we will continue to conform to government regulations. Given that the Disaster Management Act is still in force, we will continue to comply with such regulation and wear masks in all public spaces.

**39) Will there still be social distancing restrictions in the buildings if employees have all been vaccinated?**

Yes, until a change is made nationally, Discovery will continue to conform with government regulations. Given that the Disaster Management Act is still in force, we will continue to comply with such regulation.