

CONSIDERATIONS FOR MANDATORY VACCINATION DR RON WHELAN - CHIEF COMMERCIAL OFFICER, DISCOVERY HEALTH

OCTOBER 2021

Mandatory vaccination becoming commonplace across many countries





Australia decided in late June to make vaccinations mandatory for high-risk aged-care workers and employees in guarantine hotels.



Made vaccinations mandatory for nursing home staff and healthcare workers. Only vaccinated customers are allowed in bars, cinemas, theatres and other closed spaces.



Mandatory for care home workers in England to have vaccinations from October. Patrons of large venues too



Indonesia made inoculations mandatory in February, threatening fines of up to 5 million rupiah (\$357).



Will soon require vaccination of all federal public servants and many other workers. This will include travellers and staff of long-term care homes



Mandates that health workers, including pharmacists, get vaccinated. Those who refuse could be suspended without pay for the rest of the year



Parliament approved a bill that will make vaccinations mandatory for health workers as well as require a health pass for venues.



Ordered all public workers to be vaccinated against COVID-19. Companies were given a month to ensure at least 60% of staff or face penalties



Explainer: How will Biden's vaccine mandate impact workers ...

A very small number of religious groups in the United States have a theological objection to vaccines, which they say interfere with divine ... 1 hour ago

The Guardian

Reuters

Republican backlash against Biden's Covid vaccine mandate grows

"From the beginning the president and all of us have said we've got to use every lever we have in order to fight this pandemic," Murthy said. " ... 20 hours ago



W The Week UK

Will Joe Biden's vaccine mandate help the US beat Covid?

President getting both 'praise and pushback' over mandatory jabs ... Joe Bider is facing the threat of legal challenges from Republicans after ... 1 hour ago



ML CNBC

Biden outlines plan to mandate Covid vaccines for millions: 'Our patience is wearing thin'

President Joe Biden sternly outlined a broad plan Thursday to boost Covid-19 vaccination rates in the U.S. as cases plateau at dangerously high ... 3 days ago

K FCW

Biden mandates COVID vaccine for feds, contractors President Biden visits a UK air force base in June 2021. U.S. Air Force photo





Source: Reuters; Discovery Health research

Mandatory vaccination commonplace across US companies, increasingly across SA companies too



Google

Vaccine requirement for employees who are coming back to the office



All Facebook employees must get vaccinated before coming back to the office, with a process for those who cannot be vaccinated for medical or other reasons



Require Covid-19 vaccines for the casts of all its US productions, as well as the people who come in contact with them. Return to office protocol that include an option to implement mandatory vaccination policies for casts and crews



Introducing mandatory vaccination for employees to maintain workplace safety and prevention of loss of life



Implemented a mandatory vaccination policy for all employees across both tour operator and property businesses



Set a target of vaccinating 90% of all its workers by middle or towards the end of September 2021

Walmart >

All US-based corporate employees must be vaccinated by October 4

Requires all its salaried and non-union hourly employees in the US to be vaccinated.

Disnep

Morgan Stanle







Workers who are working on-site but are not yet vaccinated must get their shots within the next 60 days

New York office has banned all unvaccinated staff and clients from entering its headquarters

Only allowing vaccinated employees to return to the office, with an updated policy planned for the launch of "Hybrid"

All staff require to be vaccinated by year-end to create a safe teaching and learning space. Company may consider retrenchment for those who fail to oblige

Staff required to be vaccinated by Q1 2022

Source: Discovery Health press search

Considerations for mandatory vaccination across workplaces

The 'whv'

In-depth consideration of the organisation's moral, social, ethical and legal obligations; culture, purpose and values to form the back-bone of the policy

2 Legal considerations

Legal frameworks balancing the rights of all employees, the employer, and the workplace and public health imperative

Moral and ethical 3 considerations

Alignment with organisational culture, values and purpose; ethical considerations providing a safe working environment

Operational benefits and risks

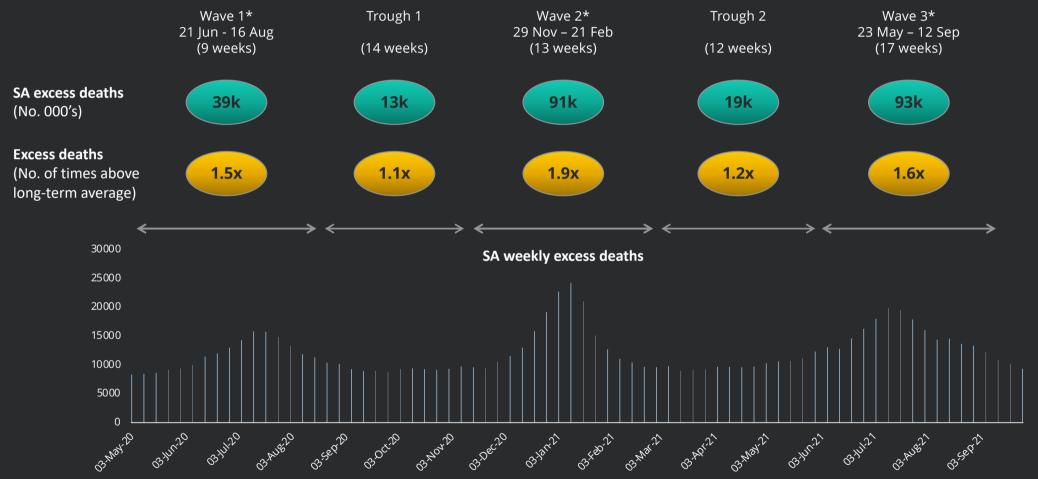
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Consideration of operational, legal, organisational and reputational risks and benefits

- **Objections and exceptions process** incl. reasonable accommodation, IR process ٠
- Proactive employee engagement and communication; union engagement
- 5 Implementation
- **Operational implementation** e.g., validation of vaccination status
- Convenient access to vaccination



COVID-19 an unprecedented health tragedy – more than 255,000 excess deaths in SA since May 2020



* Waves defined as periods where natural cause deaths 25% greater than projected for that particular week Source: SA MRC excess deaths report; Discovery Health analysis



Data unequivocally supports efficacy of vaccination against COVID-19



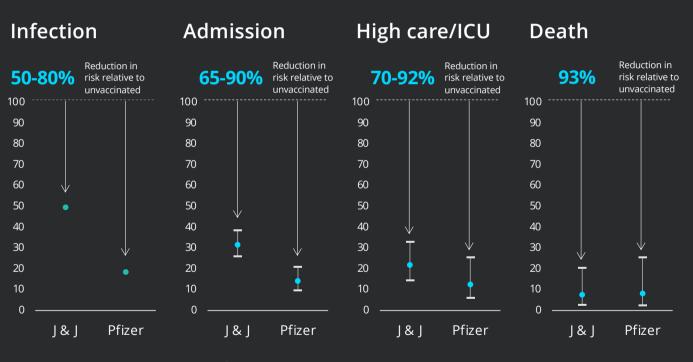
Sisonke same

COVID-19 vaccination reduces risk of mortality relative to influenza¹

1 813 **8-10x** impact of flu **28%** reduction if vaccinated 150 Without a Influenza With a COVID vaccine

Vaccine is >90% effective in reducing death

Discovery Health data on vaccine effectiveness*



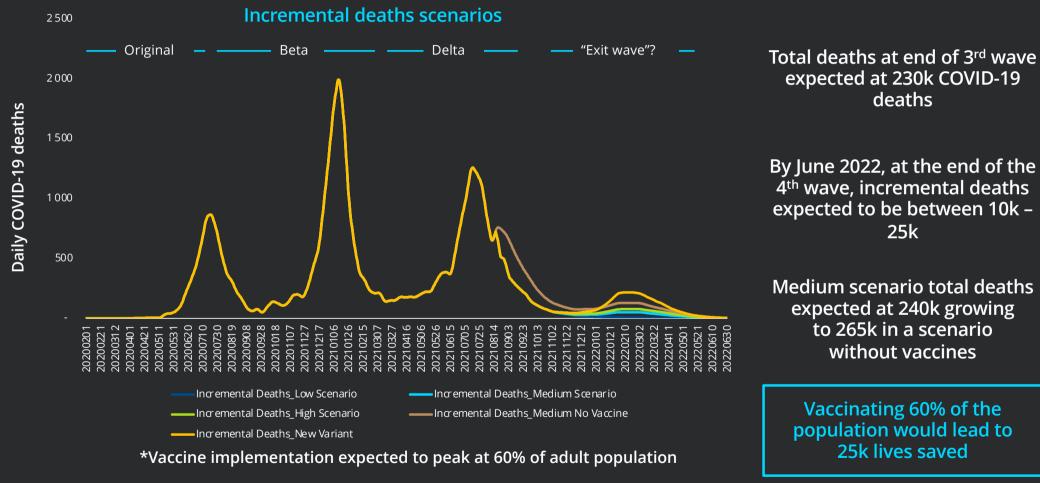
J & J 28+ days since vaccination² Pfizer 7+ days - second dose³

1 Surveillance of influenza and other respiratory viruses in the UK Winter 2019 to 2020 2 Sisonke and SAMRC, test negative refreshed to 17 July 3 Test negative study refreshed to 15 August

*Excludes data on members vaccinated in the public sector. To be submitted for peer review and publication

Deaths per million of the population

4th wave projected to start in Dec 2020; SA could avert 25,000 deaths by vaccinating 60% of adult population by Dec 2020

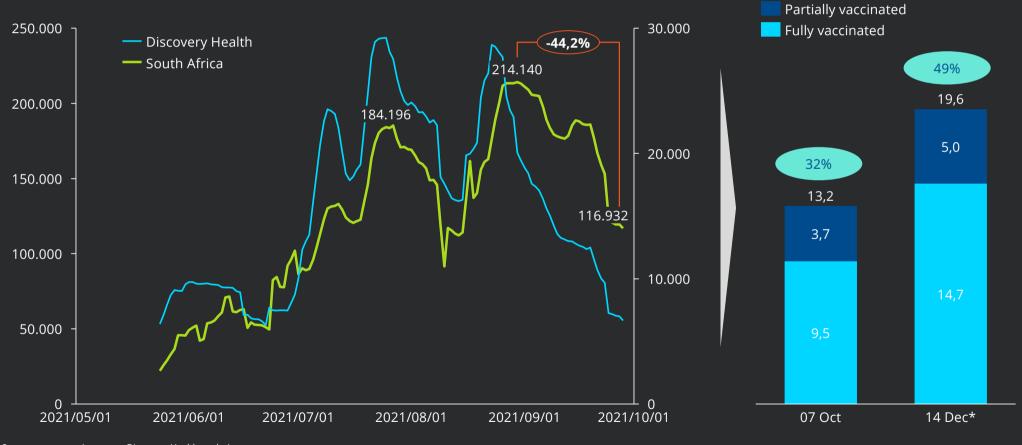


44% reduction in 7-day moving average vaccinations since end August; at current cadence ~50% of SA adult population vaccinated by mid-Dec



Daily vaccinations – 7 –day moving average

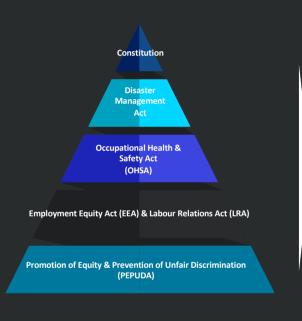
Population vaccinated (million)



Source: sacoronavirus.co.za; Discovery Health analysis

* Assumes 9 million vaccinations delivered between 07 Oct and 14 Dec: 30% J&J, 70% Pfizer; 40% of doses delivered Pfizer second doses

Main legal, moral and ethical principles for mandatory vaccination



- 1. All employees have rights (not only unvaccinated employees)
- 2. Employers and businesses also have rights
- 3. Rights are not absolute (rights can be limited if in the broader public and societal interest)
- 4. Employers have a legal and moral obligation to provide a safe workplace (incl. protection from hazardous biological agents)
- 5. Unfair discrimination avoided through:
 - Objections and exceptions process
 - Reasonable accommodation

Discovery implementation overview (not exhaustive)

POLICY IMPLEMENTATION PRINCIPLES

1) Mutual respect

Implement vaccination policy in strict accordance with mutual respect between employee and employee and in alignment with our values as an organisation

2) Balance the rights of all employees

Concerted effort to balance individual rights and liberties of all employees (vaccinated and unvaccinated) with the operational and broader stakeholder obligations of the business

3) Reasonable accommodation

Structured process to consider objections on the basis of constitutional rights and concerted effort to explore reasonable accommodation if and when required

4) Proactive engagement

Regular and proactive discussion and engagement to discuss and refine the implementation of the policy and to provide information and support to employees

	Inform	Consult	Accommodation		Outcome
Employer	Inform employees of mandatory vaccination policy and approach Request formal objections and motivation for objections	Consult employees to understand reason for objections fully Provide information and access to experts	Seek and explore possible reasonable accommodations Discuss and put forward options for reasonable accommodation		Employee accepts policy and is vaccinated
Employee	Constitutional right	Active exploration and	Reasonable accommodation options where applicable, for example • Screening through testing (antigen / PCR) • Wearing N95 mask • Alternate role • Isolated workspace • Working from home		Employee is accommodated
	reasons Bodily integrity, freedom of religion, belief and opinion	engagement to fully understand views and reasons for objection			Employee enters industrial relations process, potential termination of employment
	Medical reasons Medical concerns and contra-indications incl. potential allergic reaction or known allergy to component of the vaccine	Clinical review and research of available clinical evidence and data			

Risk of severe vaccine adverse effects and mechanisms for cover and compensation



Relative risk of severe adverse effects (per million)



Cover and compensation mechanisms for vaccine-related adverse events

- Employees on medical schemes, treatment of adverse events as a result of COVID-19 vaccination is covered as a prescribed minimum benefit
- Compensation for Occupational Injuries and Diseases Act, provides for compensation of medical expenses and loss of income in relation to certain adverse events as a result of vaccination
- Coronavirus COVID-19 Vaccine Injury No-fault Compensation Scheme established in April 2021, provides for severe injury and may be claimed by employee

Source: Israel Ministry of Health; Australia Therapeutic Goods Administration; South African Health Products Regulatory Authority; Discovery Health research



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