

COVID-19 POLICY STATEMENT

PURPOSE

In support of keeping REANNZ Team Members safe from the COVID-19 pandemic, and those who we come into contact with, this policy sets out our expectations and commitments relating to COVID-19 Vaccinations. Under the Health and Safety Work Act 2015, we have an obligation to manage all risks to our Team Members and others. REANNZ will continue to assess the risks that present themselves to Team Members as a result of the pandemic, and ensure mitigations can be put in place to provide a safe workplace and continual health and safety of Team Members and others. This includes providing information regarding the government measures, including vaccination and requirements for Alert Levels and Traffic Light System settings.

This policy applies to all REANNZ employees, visitors, contractors, sub-contractors, agency temps who have been engaged to undertake work for REANNZ and anyone else engaged in work related activities who is performing that work under the direct control of REANNZ.

VACCINATION

REANNZ is aligned with the Ministry of Health's view that vaccination is an important tool in ensuring the health and safety of New Zealanders. We recognise the role of Vaccination in protecting those who may come into contact with Team Members. For these reasons we will take the steps set out below.

REANNZ VACCINATION POLICY

Visitors, contractors, sub-contractors, agency temps: All visitors, contractors, sub-contractors and agency temps must comply with this policy and will be required to always follow the requirements of the Government Alert Levels and Traffic Light System. If asked, visitors, contractors, sub-contractors and agency temps must provide official evidence of their vaccination status before they are permitted to enter any REANNZ premises. REANNZ reserves the right to refuse entry to a REANNZ premises if vaccination status is not provided. Face masks will be required upon entry to an REANNZ premises.

Role related requirements based on role, location and duties: REANNZ will assess the risks, taking into account government guidance, related to the pandemic for Team Members and those who they may come into contact with. If there is any risk of contracting or transmitting the COVID-19 virus, we may determine that work that is carried out on any REANNZ premises must be performed by a fully vaccinated person. If a Team Member is not vaccinated, they must work from home.

Where this occurs, REANNZ will:

- Ask for proof from all those team members who fall within the risk profile of their Vaccination status. This can be in the form of any Government approved documentation, for example the vaccination passport, following the administration of the COVID-19 vaccine by a medical practitioner or other health professional.
- Ensure that Team Members are notified of the requirement to provide proof of vaccination, giving time to make sure they can be vaccinated before the requirement comes into effect.

- Consult with Team Members regarding additional health and safety measures that may be taken to manage the risks associated with the Pandemic.

If a Team Member has medical grounds which are supported by official Ministry of Health medical evidence, or another genuine and valid reason to decline the vaccination, then REANNZ will work with them to explore alternative ways of working to keep themselves and others safe, to ensure so far as reasonably practicable that the risk of COVID-19 transmission and infection is eliminated or minimised at REANNZ places of work.

Statement updated: January 2022