

# WORKPLACE VACCINATION POLICY

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| Name of Policy:    | <b>Workplace COVID19 Vaccination Policy</b>   |
| Purpose of Policy: | This policy outlines principles and responsibilities associated with the management of BlueFit's The purpose of this policy is to help protect the health and safety of our people by requiring all people who attend our workplaces to be fully vaccinated against COVID-19. |
| Policy applies to: | This policy applies to all employees, contractors, labour hire personnel, interns or secondees who may be performing work at, or visiting, any of our workplaces <b>(Workers)</b> .   |
| Policy Status:     | <input checked="" type="checkbox"/> New Policy <input type="checkbox"/> Draft <input type="checkbox"/> Final <input type="checkbox"/> Revision  |
| Policy Status:     | This policy is effective from 15 November 2021  |

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| Document Owner:      | People and Culture         |
| Responsible Officer: | Head of People and Culture |
| Approved by:         | Todd McHardy, CEO          |
| Approval Date:       | 15 November 2021           |
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| Related Policy, Procedure, and/or Guideline: | N/A |
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## 1. Purpose

The purpose of this policy is to help protect the health and safety of our people by requiring all people who attend our workplaces to be fully vaccinated against COVID-19.

## 2. Application

This policy applies to all employees, contractors, labour hire personnel, interns or secondees who may be performing work at, or visiting, any of our workplaces **(Workers)**.

## 3. Definitions

In this policy, the following definitions apply:

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**Approved Vaccine** means any COVID-19 vaccination approved for use in Australia by the Australian Therapeutic Goods Administration.

**Fully Vaccinated** means having obtained the manufacturer's recommended dosage of any Approved Vaccine. For example, where a two-dose schedule is recommended by the manufacturer, a person will be considered fully vaccinated when they have received both doses of the vaccine.

**Recognised Contraindication** means a contraindication or precaution to an Approved Vaccine that is recognised by the manufacturer of that vaccine.

## 4. Requirement to be vaccinated

As of January 2022, all Workers will be required to be Fully Vaccinated against COVID-19, unless we have granted an exemption in accordance with this policy.

To reflect the various spread and severity of the virus across our country, we are staging the vaccine mandate deadlines. Please refer to the below table:

| State             | Must be fully vaccinated by: |
|-------------------|------------------------------|
| New South Wales   | 15 October 2021              |
| Victoria          | 31 October 2021              |
| Queensland        | 17 December 2022             |
| Western Australia | 31 January 2022              |
| South Australia   | 31 January 2022              |

Vaccinations must be undertaken in consultation with a qualified medical practitioner.

All Workers will be required to provide acceptable evidence of being Fully Vaccinated. We will accept as evidence a copy of:

- an Immunisation History Statement; or
- a COVID-19 Digital Certificate,

(both of which can be obtained through your MyGov account).

Evidence of being Fully Vaccinated should be uploaded to your Velpic profile or sent by email to [teamsupport@bluefit.com.au](mailto:teamsupport@bluefit.com.au).

## 5. Interim arrangements

Any Worker who is unable to make a booking for an Approved Vaccine due to access limitations or other any other reason should contact [teamsupport@bluefit.com.au](mailto:teamsupport@bluefit.com.au) so their situation can be addressed.

## 6. Medical exemptions

We understand that some Workers may not be able to receive an Approved Vaccine due to medical conditions for which there is a Recognised Contraindication.

Any employee who has such a medical condition will need to provide a medical certificate issued by a duly qualified medical practitioner. The certificate must specify the nature of the medical condition and the Recognised Contraindication. We may take steps to verify the authenticity of a medical certificate, including by contacting the medical practitioner.

Any Worker who is unable to become Fully Vaccinated due to their medical condition must email their medical certificate to [teamsupport@bluefit.com.au](mailto:teamsupport@bluefit.com.au).

We will consider each situation on a case-by-case basis.

In order to ensure the health and safety of our people, Workers who are granted a medical exemption may be subject to conditions or restrictions related to their job, workplace access or safety requirements (e.g. masking). They may also be required to perform altered duties.

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## 7. Leave arrangements for getting vaccinated

Workers are encouraged, where possible, to be vaccinated outside of their working hours. However, we understand that personal circumstances and vaccine availability may make this difficult for some people.

As has been the case throughout this pandemic, we will work with you to make vaccination as easy and accessible as possible. We will also look to continue to allow negative leave balances should they be required.

## 8. Our thank you for getting vaccinated

As part of our new employee benefits roll out, there will be complimentary vouchers available for those that are vaccinated. More information on this will be provided over the coming weeks and months.

## 9. Booster shots

All Workers will be required to comply with booster shot recommendations issued by the government or health authorities from time to time. We will provide further information about booster shots as it becomes available.

## 10. Information provided under this policy

Any information provided to us in accordance with this policy will be treated confidentially. It will only be used for the purpose of determining compliance with this policy and undertaking statistical analysis with respect to vaccine coverage in our workforce.

All information provided to us under this policy must be accurate and truthful.

## 11. Obtaining information about vaccination

We advise all Workers to consult with their medical practitioner about becoming vaccinated, including the process for receiving one.

Information about making a booking to receive an Approved Vaccine can be found at:

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|-------------------|---|
| New South Wales   | <a href="https://www.nsw.gov.au/covid-19/health-and-wellbeing/covid-19-vaccination-nsw/get-your-covid-19-vaccination-nsw">https://www.nsw.gov.au/covid-19/health-and-wellbeing/covid-19-vaccination-nsw/get-your-covid-19-vaccination-nsw</a> |
| Victoria          | <a href="https://www.dhhs.vic.gov.au/coronavirus">https://www.dhhs.vic.gov.au/coronavirus</a>   |
| Queensland        | <a href="https://www.qld.gov.au/health/conditions/health-alerts/coronavirus-covid-19">https://www.qld.gov.au/health/conditions/health-alerts/coronavirus-covid-19</a>   |
| Western Australia | <a href="https://ww2.health.wa.gov.au/Articles/A_E/Coronavirus">https://ww2.health.wa.gov.au/Articles/A_E/Coronavirus</a>   |
| South Australia   | <a href="https://www.sahealth.sa.gov.au/wps/wcm/connect/public+content/sa+health+internet/home/home">https://www.sahealth.sa.gov.au/wps/wcm/connect/public+content/sa+health+internet/home/home</a>   |

## 12. Complying with this policy

Employees who fail to comply with this policy may be subject to disciplinary action, up to and including termination of their employment.

Compliance with this policy is a condition of accessing our workplaces. We may refuse entry to any Worker who does not comply with this policy.

We hope it doesn't come to this and will work with each individual on a case-by-case basis to do everything we can to maintain the employment relationship.

If a Worker is unable to comply with this policy because of a protected attribute, they should contact [teamsupport@bluefit.com.au](mailto:teamsupport@bluefit.com.au) to discuss their particular situation.

## 13. Operation of this policy

We will be continuously monitoring the operation of this policy in line with the latest information from government and health authorities. We may amend, withdraw or replace this policy from time to time at our sole discretion.

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To the extent that there is any inconsistency between this policy and any legislation or an applicable industrial instrument, the legislation or industrial instrument will apply in respect of the inconsistency.

## 14. Questions or concerns

If you have any questions or would like to discuss any aspect of this policy, please contact **Hayley Breen**.