



VACCINATION POLICY

Reviewed by

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V1.0 - For annual review

1. Purpose

- 1.1 Ericom aims to ensure that the operational and administrative aspects of its business and to ensure the wellbeing and safety of all employees, clients & contractors, and the community in which we operate. This will be achieved by taking all reasonable and practicable measures to prevent or minimise the spread of both COVID-19 and Influenza viruses.

2. Commencement of the policy

- 2.1 This policy will commence from 06/10/2021

3. Application of policy

- 3.1 This policy applies to all Ericom employees, agents, contractors (including temporary contractors) and subcontractors who have contact or interact with our operations ('workplace participants').
- 3.2 This policy does not form part of an employee's contract of employment. Nor does it form any part of any other contract for service with any of our contractors or subcontractors.

4. Objectives

- 4.1 Ericom is committed to:
- ensure we provide a safe environment for all workplace participants.
 - protect the vulnerable and the community.
 - Follow the guidelines of our partner's policies (eg: Telstra)
 - Follow the guidelines of the State and Federal Government in relation to accessing medial facilities, aged care centers, schools, corrections facilities etc.
 - To have all staff fully vaccinated by the 15th of November 2021
- 4.2 Ericom acknowledges that everyone associated with the organisation has an important role to play in achieving vaccination goals that are set by the State and Federal Governments.

5. Statement

- 5.1 Ericom has a responsibility to ensure and provide all workplace participants with a safe environment and therefore encourage all employees, to be vaccinated against COVID-19 and Influenza viruses.

We will always be fully compliant with Public Health Orders and we will constantly take steps to follow all health guidelines and to that effect we require all employees (apart from those with current and ongoing certification as to medical exemption on proper medical grounds as indicated below) to be fully vaccinated when working at the office, and this also includes employees required to visit clients' sites and/or to have face to face meetings with any potential or current clients. Our aim is not to put people at risk and that includes members of the public and co-workers.

Should an employee not be able to be vaccinated due to medical reasons then an employee is required to provide supporting current and ongoing medical evidence from a medical practitioner as to why the exemption from vaccination is required. This information will be kept private and confidential.

If an employee is unable to provide such current and ongoing medical evidence supporting exemption from vaccination, Ericom will evaluate the ability of that employee to continue to perform a role within our Company and we will manage this situation pursuant to the Company Code of Conduct Policy. In this regard it should be understood by employees that in some circumstances, even where current and ongoing certification as to medical exemption on proper medical grounds is provided, it may not be possible for Ericom to continue the employment of the relevant employee.

We expect our employees will comply with this Policy and we have consulted with and have communicated our requirements in these regards to all employees. We reiterate and it is important to be made clear that either an inability or a refusal to comply with Ericom's full vaccination requirements may jeopardise continuing employment with Ericom.

This Vaccination Policy will be revised or reviewed as necessary and Ericom assures all workplace participants that we will always do all that we can to ensure the health and safety of all workplace participants.

Variations

Ericom reserves the right to vary, replace or terminate this policy from time to time.