

Stair Lock is committed to a safe and healthy working environment, including taking all reasonably practicable steps required to protect staff and others from the risk of COVID-19. Our COVID-19 Vaccination Policy is, and will continue to be, informed by applicable laws, enforceable government directions and advice issued by Commonwealth and State governments.

The ongoing rollout of COVID-19 vaccinations is an important additional safety measure being driven by various government bodies, that will assist the community, but also organizations including Stair Lock, to continue providing a safe and healthy work environment. This duty of care must be balanced against the legitimate rights of our employees to choose whether they wish to be vaccinated.

In the industry and locations in which we operate, there are current Public Health Orders that mandate employees in specific circumstances must be vaccinated against COVID-19 as part of their work. For all other staff, vaccination is voluntary, although we strongly recommend and encourage all our staff to consider vaccination against COVID-19 to support a return to a pre-pandemic life, with limited restrictions and the health, safety and wellbeing of all staff.

Stair Lock will always comply with State and Federal Government health directions and legislation.

At the time of writing this policy, there are State Government Public Health Orders in place in New South Wales and Victoria requiring certain staff (such as those not working from home in NSW and those visiting building sites in Victoria) to be vaccinated against COVID-19, unless they have a state government approved exemption.

Where staff are mandated by State Government Public Health Orders to be vaccinated against COVID-19, Stair Lock requires evidence of their vaccination status. Evidence of vaccination will only be requested by us if it is a legal requirement to do so. Your consent is not required if the collection is authorised by law, such as a public health order. If an employee who is requested to provide such evidence has any concerns, they should speak with the HR Manager, or their line manager directly.

We will continually review WHS practices, medical guidance and government advice to assess the reasonableness of mandatory vaccinations in line with the above factors.

Variations

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

A breach of this Policy by any employee will result in disciplinary action being taken which may include termination of employment.



Approved by: Edward Lloyd

Managing Director

4 September 2023