



DB Breweries Limited

Effective from 10 January 2022

version 1: 3/12/21

COVID-19 VACCINATION POLICY FOR CONTRACTORS, SUPPLIERS AND VISITORS TO DB SITES

1. Purpose and Application

The purpose of this policy is to outline the requirements of DB Breweries Ltd (“DB”) relating to the Covid-19 vaccination status of all contractors, sub-contractors, agency workers, suppliers (collectively, “Contract Workers”) and visitors to any site controlled by DB.

Since the beginning of the Covid-19 pandemic, DB has put the health and safety of its employees at the forefront of all business decisions through robust health and safety response plans. This policy is intended to continue that focus, and to continue to minimise the risk of Covid-19 transmission within our workplaces.

This policy will be regularly reviewed, as the information on best practice mitigation and elimination strategies evolves.

2. Scope

This policy will apply to all Contract Workers and visitors who attend on any of DB’s sites, including all of DB’s breweries, cidery, sales offices, head office and on-site bars (collectively, “DB Sites”). This policy does not apply to DB employees, who are covered by a separate policy.

3. Vaccination requirements

To continue to meet its PCBU obligations under the Health and Safety at Work Act 2015, and in light of the Delta variant of Covid-19 arriving in New Zealand (with its increased transmissibility), DB continues to review its health and safety controls. It is acknowledged that vaccination does not completely eliminate the risk of the spread of Covid-19, but that it is one way of minimising risks to our employees, and other Contract Workers and visitors to our sites.

On this basis, DB has determined that from 10 January 2022, all Contract Workers and visitors to DB Sites will be required to be fully vaccinated against Covid-19. For the purposes of this policy, a person will be regarded as “fully vaccinated” when they have had both doses of the Pfizer vaccine in accordance with the Government guidelines for administration of both doses, and a subsequent two



week period has passed since the second vaccination. Any other vaccination subsequently approved by MedSafe, and the timeframes and guidelines in respect of that vaccine, will also qualify a person as “fully vaccinated”. If the NZ Government subsequently determines that booster vaccinations are required to maintain immunity, this policy will extend to include such booster shots.

4. Proof of vaccination

DB will require all Contract Workers and visitors to a DB Site to provide satisfactory evidence that they are Fully Vaccinated, prior to entry on to the relevant DB Site. Satisfactory evidence is a Covid-19 Vaccination Certificate (via QR Code) from the Ministry of Health’s My Covid Record.

5. Privacy

DB takes its obligations under the Privacy Act 2020 seriously. It is acknowledged that vaccination status is personal information under the Act. Vaccination status is being collected for the following purposes:

- To ascertain vaccination status of all Contract Workers and visitors to DB Sites, and therefore the right of such person to enter a DB Site; and
- To comply with DB’s requirements as a PCBU under the Health and Safety at Work Act 2015.

To check the vaccination status of any Contract Worker or visitor to a DB Site, DB will use the Government issued NZ Pass Verifier app. This app does not store or maintain a record of the vaccination status of Contract Workers and visitors. Therefore, each time a Contract Worker or visitor enters a DB Site, they must present valid proof of their vaccination record.

6. Consequence of not complying with this policy

Any Contract Worker or visitor to a DB Site who is unable to provide evidence that they are fully vaccinated, or who elects not to provide such information, will be considered as unvaccinated, and therefore unable to enter DB’s Site.

7. Policy information

This policy is current as at 3 December 2021. It may be reviewed, amended or terminated at any time.