

13 December 2021

Bicheno Investments Pty Ltd  
ATF the Jan Cameron Trust  
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## Business Vaccination Policy

### Policy and Booking Condition

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#### Policy

In accordance with Bicheno Investments Pty Ltd ("Bicheno") duty to provide and maintain a workplace that is free of known hazards, we are adopting this policy to safeguard the health of our customers and visitors, our employees and the community at large from infectious diseases, such as COVID-19 or influenza, that may be reduced by vaccinations.

#### Employees

All eligible employees are requested to be or have received vaccinations, or in relation to the COVID-19 Vaccine have a booking for their second dose of the relevant vaccine, by 15 December 2021.

Bicheno requests that all employees comply with this policy unless an approved exemption is provided by any relevant authority or the company. Bicheno requests that the relevant proof of vaccination for the COVID-19 vaccine is provided by each employee.

Where an employee is not in compliance with this policy, the employee may be placed on unpaid leave until their employment status is determined. Bicheno will pay any employee that is still to receive their COVID-19 vaccine at their normal rate for the period in which they are obtaining relevant vaccine for COVID-19, as well as cover any reasonable associated travel costs.

#### Customers

All eligible customers and visitors are requested to be or have received vaccinations, or in relation to the COVID-19 Vaccine have a booking for their second dose of the relevant vaccine, by 15 December 2021.

Bicheno requests that all customers and visitors comply with this policy unless an approved exemption is provided by any relevant authority or the company. Bicheno requests that employees obtain the relevant confirmation of vaccination from COVID-19 is received from customer or visitors at or prior to check in or attending the relevant premises.

Where a person is not in compliance with this policy, the person will not be granted entry to the premises. In such circumstances Bicheno's refund and or credit policy may apply.

#### Booking Term

The company will not accept a booking for any eligible person that is not fully vaccinated for COVID-19 or does not commit to such requirement. Where a person makes a booking and is then unable to meet the requirement, the customer shall be barred from the premises and the company's cancellation policy shall apply.