

22 July 2021

[REDACTED]

Dear _____

Thank you for your email and attached letter of 21 July 2021.

I acknowledge that you had previously corresponded with the _____ Board and me, seeking a meeting regarding the _____ COVID-19 Vaccination Policy (the Policy).

The Board and I are well briefed regarding the implementation of the Policy and all of the circumstances pertaining to your specific matter. The Board has decided not to involve itself in this operational matter, but has been fully briefed on the company's decision in relation to your employment and supports the decision of the company. I apologise that the Board's decision not to meet with you regarding your concerns has not been communicated earlier. However I wish to clarify that your view that you are at 'an impasse with Mr _____' on this matter is entirely incorrect. Mr _____'s handling of this matter, which the Board is well across, and any decisions or conclusions reached by Mr _____, hold the full support of the Board. If you find yourself at an impasse, it is with the company, and not Mr _____ in his personal capacity.

I note that you sought to present alternative options for your employment at such a meeting. I am of the view that you have had significant opportunity to make such suggestions through an extensive process. Nonetheless, I understand the suggestions you have put forward in your 21 July correspondence have been addressed in the Outcome letter regarding the company's decision on the termination of your employment.

Yours sincerely,

[REDACTED]

Chief Executive Officer