

Vaccination Position – Business Mastery Pty Ltd

Key points:

- We are not requiring anyone to be vaccinated
- If we are too conduct live events at a time or in a location that requires vaccination then we will need to consider requiring event and talent to be vaccinated (at this stage, there are no planned events that require this)
- Due to the differing infection numbers between Sydney and Byron Bay the application of our duty to ensure a safe workplace is different – see below
- We will not fully return to 'normal' work from office / work from home settings until 1 December (in line with the broader NSW opening)
- Everything subject to change if government directors and/or further outbreaks occur

	Sydney	Byron Bay
Today	<ul style="list-style-type: none"> • Must Work from Home, unless in office work approved. • Cannot be required to Work from Office 	<ul style="list-style-type: none"> • Normal Work from Home / Work from Office arrangements (not in lockdown) • Must Work from Home, unless in office work approved or as part of virtual event delivery team per event COVID plan (when in lockdown)
11 October (when 70% vaccinated milestone met)	<ul style="list-style-type: none"> • Vaccinated K-Team may Work from the Office without approval • Non-vaccinated K-Team Must Work from Home, unless in office work approved (only in very special circumstances) • Cannot be required to Work from Office 	As above. No change, unless specific lockdown conditions require more (or differentiate between vaccinated and non-vaccinated)
Late October (date tbc) when 80% vaccinated milestone met	<ul style="list-style-type: none"> • Vaccinated K-Team may Work from the Office without approval • Non-vaccinated K-Team Must Work from Home, unless in office work approved (circumstances do not need to be 'very special' but still rare) 	As above. No change, unless specific lockdown conditions require more (or differentiate between vaccinated and non-vaccinated) (to be confirmed as details published)

	<ul style="list-style-type: none"> • Some teams may be required to Work from Office in a limited way (eg 1 day a week) – if whole team vaccinated no approval required; if any team member not vaccinated approval required or exclude <p>(to be confirmed as details published)</p>	
<p>1 December (date tbc) when NSW takes 3 opening up step</p>	<p>Return to normal Working from Home / Working from Office Arrangements (to be confirmed as details published).</p>	