

# Safety at work policy during the Covid-19 Pandemic.

| Date                          | Policy implemented            | By        | Next review date                     |
|-------------------------------|-------------------------------|-----------|--------------------------------------|
| 07 <sup>th</sup> January 2022 | 07 <sup>th</sup> January 2022 | G. Stuart | As per government updated directives |

Margaret River Viticultural Services Pty Ltd (MRVS) is required BY LAW to provide a safe working environment for ALL team members REGARDLESS of the individuals opinion on the severity of the Covid-19 pandemic and/or for or against vaccines to combat Covid -19.

Margaret River Viticultural Services Pty Ltd (MRVS) is committed 100% to ensuring that we are doing our best to keep our team safe, and we encourage all team members to get vaccinated. We do NOT however, discriminate against unvaccinated staff.

## 1. How is COVID-19 spread?

- The virus that causes COVID-19 can be transmitted through respiratory droplets, smaller particles (aerosols), direct physical contact with an infected individual, and indirectly through contaminated objects and surfaces. People may be infectious for several days before they develop symptoms.
- Respiratory droplets and aerosols that are produced when an infected person coughs or sneezes. Droplets may also come into contact with the person's eyes, nose or mouth or be inhaled. Airborne transmission of COVID-19 through small particles called aerosols can also occur through coughing, sneezing, breathing and talking, with the greatest risk in indoor, crowded and inadequately ventilated spaces. Aerosols can remain suspended in the air and travel further than 1 metre (longer range).
- A person may also be infected if they touch a surface contaminated with the COVID-19 virus and then touch their mouth, nose or eyes before washing their hands. Research shows that the COVID-19 virus can survive on some surfaces for several hours to a few days, depending on the surface type and environmental conditions.

## 2. Do I need to be Vaccinated to be employed in the vineyard by MRVS?

- At the time of updating this policy (January 2022), there is no legal requirement to being vaccinated against Covid-19 in the vineyard. This may change as per the government's requirements and each unvaccinated team member should take this into consideration when deciding if the vaccine is best for them.
- With unvaccinated team members, there are legal restrictions in place in the vineyards where are currently working:
  - A. NO unvaccinated team member can enter wineries or cellar doors including working on the bottling line.
  - B. Some vineyards we work in request that we provide vaccinated staff.
  - C. In the event of a lockdown, under the Western Australian governments mandate: no unvaccinated worker can continue to work in the maintenance or harvesting of crops.
  - D. The government of Western Australia/the federal government may or may not mandate that vineyard workers be vaccinated.

### 3. Safety at work for all team members

All team members should adhere to the following procedures at work to ensure we are all doing our best to keep our team safe:

- A. As much as possible, maintain social distancing - not always possible, but when we are doing things like mustering in the morning, try to keep 1.50 metres apart from other team members.
- B. When sneezing, coughing etc. try to hold your hand over your mouth and sanitise your hands as soon as you can afterwards.
- C. Do not share equipment/tools that other people may have touched.
- D. After using the toilet/s at the workplace, sanitise the toilet seat and areas that might be infected (within reason).

**We will be providing each team member with a personal hand sanitiser bottle, and it is policy that you bring it to work each day.**

### 4. Fit for work.

Being fit for work is probably the best way of doing our best to eliminate possible infections in the vineyard.

What this means is attending the workplace free of injury and **NOT FEELING** sick.

This might mean:

- A. Headaches
- B. Sore Throat
- C. Runny nose
- D. Flu like symptoms (such as aches and pains, persistent cough and fever etc.).
- E. Injuries - apart from the above, anything that impedes you from being 100% in good health and able to carry out the vineyard duties assigned on the day.

Regarding our workplace policy, it is mandatory that you **DO NOT** attend the work place if you are:

- A. feeling sick
- B. Injured to the point where you may not be able to comfortably be able to work at full capacity.

Any team member who attends the work place and is sick with anything that might be reasonably interpreted as Covid-19, the common cold or flu like symptoms will be **IMMEDIATELY** sent home and will not be able to return to the workplace until better.

## 5. What are the symptoms of Covid-19?

Symptoms include a fever ( $\geq 37.50C$ ) or a recent history of fever (e.g. night sweats, chills), without a known source, or acute respiratory symptoms (including cough, shortness of breath, sore throat, runny nose), or an acute loss of smell or taste. Symptoms can range from mild illness to severe pneumonia. From what we know now about COVID-19, the symptoms can start between 1 and 14 days after exposure to the virus.

# Understand the symptoms

|  | COVID-19             | Colds     | Flu                  |
|--|----------------------|-----------|----------------------|
|  Aches and pain         | Sometimes            | Rare      | Common               |
|  Cough                  | Common (usually dry) | Common    | Common (usually dry) |
|  Diarrhoea              | Rare                 | No        | Sometimes (children) |
|  Fatigue               | Sometimes            | Sometimes | Common               |
|  Fever                | Common               | Rare      | Common               |
|  Headache             | Sometimes            | Common    | Common               |
|  Runny or stuffy nose | Sometimes            | Common    | Sometimes            |
|  Shortness of breath  | Sometimes            | No        | No                   |
|  Sneezing             | No                   | Common    | No                   |
|  Sore throat          | Sometimes            | Common    | Common               |

## 6. What can I do if I feel uncomfortable with the above policy at work?

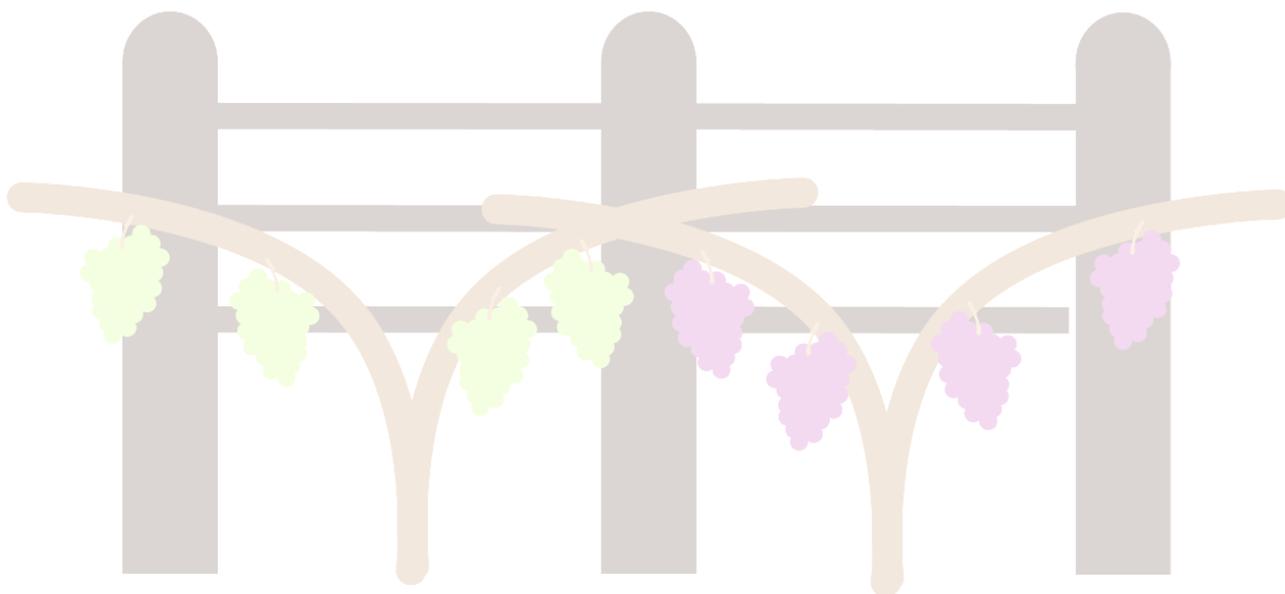
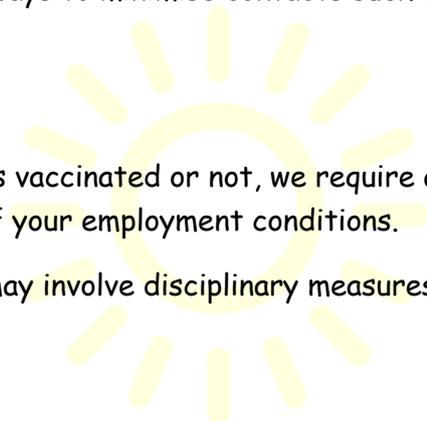
MRVS is committed to assisting team members who may have personal concerns regarding the above policy, and we encourage them to speak privately with Gary at the first convenience.

It is important to note that it is not currently legal to refuse to work with an unvaccinated team member, but we are working on ways to minimise contacts such as possibly to separate vaccinated and unvaccinated team members.

### In summary.

Whether the individual worker is vaccinated or not, we require all team members to comply with the above policy and it forms part of your employment conditions.

Failure to adhere to the policy may involve disciplinary measures.



**MARGARET RIVER  
VITICULTURAL SERVICES  
PTY LTD**