



**Stawell Gold Mines Pty Ltd**

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27 October 2021

Darren Ball

Dear Darren

**RE: Victorian Government's COVID-19 Mandatory Vaccination (Workers) Directions**

This letter is to confirm that Stawell Gold Mines Pty Ltd (**SGM**) has not received any documents from you to demonstrate compliance with the Mandatory Vaccination (Workers) Directions issued by the Victorian Acting Chief Health Officer on 7 October 2021 (**the Directions**).

The Directions require you to provide to SGM either one of the following:

- 'Vaccination information' which may be recorded in a variety of documents, such as a letter from a medical practitioner, a certificate of immunisation or an immunisation history statement obtained from the Australian Immunisation Register; or
- a 'medical exemption' due to a medical contraindication as determined by Australian Technical Advisory Group on Immunisation (ATAGI) clinical guidance with evidence from a medical practitioner, such as a medical certificate or a letter.

Stawell Gold Mines is obliged under the Directions to collect, record and hold vaccination information about each employee. The Directions provide that if SGM does not hold vaccination information about a worker then they must treat the worker as if the worker is unvaccinated. Effective from 15 October 2021, unvaccinated employees who are required to work outside of their ordinary place of residence have not been permitted to work for SGM.

Pursuant to the Directions, employees must have received a first dose vaccination by 22 October 2021 and thereafter, the employees must receive, or have a booking to receive, a second dose vaccination by 26 November 2021.

As we have also not received any vaccination booking information indicating that you received your first dose by 22 October 2021 and/or that you will receive a second dose by 26 November 2021, then you will continue to remain on unpaid leave during this interim period. Alternatively, you may also take any of your accrued annual leave during this period by making an application through the normal process.

This interim period of unpaid leave (or paid leave) is intended to provide you with a further opportunity to carefully reconsider your position on complying with the Directions. Whilst we respect any decision that you ultimately choose to make in relation to the Directions, if SGM has not received any information from you to demonstrate compliance with the Directions by close of business 26 November 2021 then regrettably we will be left with no choice but to commence a process of assessing your future employment prospects with SGM.

In the meantime, if you have any questions or wish to discuss these matters further then I encourage you to contact your Department Manager and/or Human Resources.

**Yours sincerely**  
STAWELL GOLD MINES PTY LTD

**TROY COLE**  
General Manager

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