

COVID-19 Vaccination Position Statement



1. PURPOSE

Aveo is committed to providing a workplace and living environment for residents that supports zero harm to the health and safety of all workers, customers, visitors, suppliers, contractors and members of the public.

This Position Statement affirms Aveo's stance with respect to COVID-19 vaccination across its workforce, as well as the Company's preference for vaccination within retirement communities and its supplier base.

2. POSITION

Aveo's position has evolved over time in response to emerging risks, government directives, medical advice, and its duty to manage, so far as reasonably practicable, the serious safety risks and potential adverse health impacts associated with COVID-19. The Company has adopted a risk-based approach informed by its infection prevention and control measures, and pandemic response plans.

To this end, Aveo requires its workforce to be vaccinated against COVID-19 unless they have a valid medical exemption. This means the Company requires all staff/employees to have had at least two doses of a TGA-approved COVID-19 vaccine.

This requirement reflects the Company's overwhelming desire to do all that it can to provide a safe living and working environment for valued residents as well as staff.

In addition, in the interests of safeguarding the health and wellbeing of persons at an Aveo site, the Company respectfully requests that visitors, residents and contractors be vaccinated against COVID-19. This means that ideally, it is the Company's preference that visitors to a retirement community (whether suppliers, members of the public, or incoming residents) have received at least two doses of a TGA-approved COVID-19 vaccine. This request is made out of respect for Aveo staff and residents, however the choice to be vaccinated ultimately remains at the discretion of each individual.

3. ADDITIONAL CONTROL MEASURES

Vaccination is only one control measure employed in combating the threat of COVID-19 and safeguarding the health of residents and staff. In addition, Aveo remains committed to ensuring that standard infection prevention and control protocols are followed, and that staff employ appropriate environmental cleaning and sanitising practices across our communities and workplaces.

It is Aveo's position that all persons at Aveo sites practise good hand and respiratory hygiene. This means washing or sanitising one's hands regularly and coughing or sneezing into a tissue or one's elbow.

If an individual has tested positive to COVID-19, are an immediate household contact of someone with COVID-19, or is experiencing COVID-like symptoms, the Company respectfully requests that the person voluntarily elects to limit their movements and not attend an Aveo community, out of respect for the health and safety of others.

Aveo staff have been instructed to wear Personal Protective Equipment (PPE) where required. This may include face masks or other protective clothing when dealing with a confirmed case of COVID-19 or delivering personal care services to an unwell individual.

Face masks are available at all Aveo communities and workplaces. The Company is committed to making these available to anyone who wishes to wear one.

The Company has ensured that all staff are suitably trained on the correct protocols for wearing PPE safely and effectively, as well as in hand hygiene and infection control.

This Position Statement was reviewed, and updates approved by the Chief Executive Officer and Chief People and Risk Officer on 26 March 2025.