

**MUHAMMAD IZHAAN HUSSAIN BIN TAHA
COMPANY FOR GENERAL TRADE
(PRIVATE) UNLIMITED**

VACCINE POLICY 2024 - 2025

At MIHBT, we prioritize the health and safety of our employees, customers, and stakeholders. This policy outlines our guidelines regarding vaccinations to ensure a safe and productive work environment.

1. Purpose

To minimize health risks in the workplace, promote public health, and ensure compliance with local laws and industry standards.

2. Scope

This policy applies to all employees, contractors, and visitors at MIHBT facilities.

3. Vaccination Requirement

- Employees are encouraged to receive vaccinations recommended by health authorities, including those for influenza, COVID-19, and other communicable diseases.
- Proof of vaccination may be requested, where legally permitted, to ensure workplace safety.

4. Accommodation Requests

MIHBT will consider accommodations for employees who cannot be vaccinated due to medical, religious, or other valid reasons, in accordance with applicable laws. Employees seeking exemptions must provide appropriate documentation.

5. Workplace Safety Measures

Employees who are unvaccinated, exempt, or awaiting vaccination may be required to:

- Wear masks in the workplace.
- Maintain physical distancing as applicable.
- Adhere to additional safety protocols, including regular health checks.

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6. Confidentiality

All employee health information, including vaccination status, will be handled with strict confidentiality in compliance with data protection laws.

7. Non-Compliance

Failure to comply with this policy without valid exemptions may result in disciplinary action, including restricted access to MIHBT facilities.

8. Policy Updates

This policy will be reviewed and updated as necessary based on changes in public health guidance or legal requirements.

