



Vaccination Policy

1. Scope	1
2. Aims	1
3. Guiding Principles	1
3. Requirements	2
3. Monitoring and compliance	2
5. Documentation	2
6. Other relevant MMM Australia policies	2
7. More Information	2
8. Review Details	2

1. Scope

This policy applies to:

- all staff, including: managers and supervisors; full-time, part-time
- contractors and sub-contractors
- volunteers

This policy should be considered in conjunction with all MMM Australia's workplace safety procedures and site management policies.

2. Aims

MMM recognises that the issue of vaccination of staff and volunteers is a complex issue that has the potential to polarise our community. This policy has been developed with the interests of complying with Federal and State legislation(s), international travel directives, as well ensuring the health and safety of our staff, volunteers, clients, and broader communities we serve.

3. Guiding Principles

1. We want to be a positive witness in the communities in which we serve, exceeding our duty of care to those to whom we minister, especially the vulnerable.
(Ephesians 4:1-6, Romans 14:1, James 1:27, Philippians 2:3-4)
2. We want to obey the laws of the lands in which we serve, placing the good of the wider community above our individual rights.
(Romans 13:1-7, Hebrews 13:17, 1 Peter 2:13-17, Titus 3:1-2, 1 Timothy 2:1-3)
3. We wish to undertake our work in a spirit of grace and respect, recognising that some may have different views on this topic and we will respect the right to different opinions whilst still ensuring compliance with our legal, ethical and relational obligations. Individuals working and volunteering with MMM have full discretion in their decision to take up a vaccination or not, however a decision not to be vaccinated may result in limitations on the work and ministry that can then be undertaken.



3. Requirements

1. MMM staff and volunteers will comply with all vaccination requirements of Federal, State and international jurisdictions for entry to any site in which MMM is working.
2. MMM site managers will discuss with clients the particular needs of host communities to agree on any parameters over and above that required by law for site specific requirements of MMM personnel. For example, irrespective of legislation at the time, a remote community may request all MMM workers to be vaccinated, if so MMM will respect their wishes and ensure all team members attending are fully vaccinated.
3. Individuals working and volunteering with MMM have full discretion in their decision to take any vaccine, but equally have a duty of care to themselves, team members, and the communities they serve in to ensure they receive their own medical advice on what vaccinations may be required (*in a timely manner*) well before any trips are undertaken (*be it in Australia or internationally*). Information on such matters may be provided by MMM from time to time, but each team member should seek their own independent (*qualified*) medical advice relevant to their own personal situation.

3. Monitoring and compliance

Region Managers and Team Leaders are required to ensure compliance with this policy at all times, understanding that requirements may be subject to change at short notice and differ considerably between jurisdictions. The Chief Executive Officer retains overall responsibility for oversight of this policy. Any dispute or compliance failure relating to this policy should be reported to the relevant Region Manager and/or the Chief Executive Officer.

5. Documentation

Staff and volunteers entering an MMM construction site, travelling across state borders, or travelling internationally, must carry necessary documents to prove vaccination status and be prepared to show evidence of such status on the request of the team leader, site manager or client.

6. Other relevant MMM Australia policies

Staff and volunteers, especially managers and team leaders, are encouraged to read this policy in conjunction with other relevant MMM Australia policies, including:

- workplace safety procedures
- site management policy & procedures

7. More Information

If you have a query about this policy or need more information, please contact the office of the Chief Executive Officer.

8. Review Details

- This policy was adopted by MMM Australia on 25/11/2021
- This policy was last updated on 11/11/2021

A blue ink signature of Terrence Baxter, written in a cursive style.

Terrence Baxter
Chief Executive Officer

Ver 1.04