

Subject: Guidepost COVID-19 Update from the CEO

Good morning Guideposters

Many of you will have seen President Ramaphosa's speech last night re COVID-19. The President has provided strong leadership and a national state of disaster has been declared in South Africa. President Ramaphosa provided specific guidance on how we should react to the emerging COVID-19 situation and I want to reinforce some of the key points the President raised.

(1) Travel should be limited. We are moving as quickly as we can at Guidepost to work-from-home (WFH). The reason for this is we want to limit your exposure by reducing commuting. Please limit any travel in your day-to-day life as much as possible to reduce your exposure to the virus. Even if you are not concerned about the risk to yourself you do have a responsibility not to spread the virus to those who are vulnerable

(2) Schools will be closed from 18 March until after Easter weekend. This will create pressure on all our Guidepost parents, especially when combined with work-from-home (WFH). Please start planning for this now within your own family and team. We will provide extra support on the issue of load-shedding while working-from-home, we understand the challenges in this area

(3) Hygiene is of critical importance. Wash your hands thoroughly. Sanitise your hands. Do not touch your face when your hands are not clean. Do not shake hands

(4) A negative economic impact is expected and some businesses (e.g. travel) have already started to suffer. The government will be providing economic support. We are very fortunate at Guidepost that we are able to continue operating our business. We plan to continue with our high Guidepost productivity from home and management will provide extra support and tools to enable this

(5) President Ramaphosa asked us all to come together in the spirit of Thuma Mina. It's important that we take courage and continue to work and serve our patients during this difficult time. Now those who depend on us for healthcare need us more than ever

Let's treat each other with extra care and compassion now. Please be patient and understanding towards those struggling with illness, stress and anxiety - in our team, families and communities. Those of us who have the strength need to work hard now to serve others who depend on us in an hour of need.

It's very important to realise that humanity and science will undoubtedly win in the end. Vaccines and drugs will be developed and the virus will be dealt with. We need to take measures now to buy the time to allow those who are working on cures and solutions to do their work.

Management will continue to provide regular updates over the next few days and weeks. Please contact your manager directly with any questions.

Stay safe and take courage. We will overcome this together.

Thanks

Graham