

ANDREW PELLER
— LIMITED —



Communication to Employees about Mandatory Vaccinations

September 14th, 2021

The Covid-19 pandemic has presented us with numerous unprecedented challenges in society, our workplaces and our homes. To protect the health and safety of our employees and our guests, as well as the viability of our businesses and our economy, we continually adapt to the changing dynamics while trying to keep coworkers, and families safe. Aligning our efforts with international, national, provincial and regional public health recommendations is key to this process.

Today 4 Ontario companies announced that they will be introducing new health and safety policies to further protect employees and customers that make it mandatory for all employees to be fully vaccinated against COVID-19. The exact process will be communicated within individual organizations while continually aligning with government guidance.

The Delta variant of the coronavirus has proven to be significantly more contagious, as evident through clear international statistics illustrating the greater risk for severe illness and hospitalization for those who are unvaccinated. Vaccination against COVID-19 is clearly the best way to protect employees and the other employees and customers that they have contact with.

Each company will be developing its own individual health and safety policies. Each company is driven by the overarching principle of ensuring the safety and well-being of all employees, customers, contractors and businesses that support us. Each company will fulfill its duties to accommodate employees who, for valid reasons such as medical conditions, cannot be vaccinated. Proven accommodations that do not put others at risk will be considered.

The companies above are committed to the continued development and application of new safety measures and processes as they become available.

Each company will be communicating their policy directly to their employees in the coming weeks.