
**AG-QUEST INC., AG-QUEST (SASK) INC., AG-QUEST (ALTA) INC. (the “Employer”)
COVID-19 VACCINATION POLICY**

Introduction

In accordance with public health orders and public health guidelines issued by the provincial governments of Manitoba, Saskatchewan and Alberta, the Employer is implementing a vaccination policy prescribing the requirement for vaccination and the procedure for managing those who are unable to get vaccinated due to a medical exemption or another ground protected under provincial human rights legislation or who are unwilling to be vaccinated.

The Employer recognizes it has a duty to ensure the health and safety of its employees under provincial workplace safety and health legislation. The Employer has chosen to require proof of vaccination for all its employees in order to minimize the risk of COVID-19 transmission in the workplace.

Application

This policy shall apply to all employees of the Employer, all members of its Board of Directors, and owners. Contractors retained by the Employer, including Quality Assurance Officers, will continue to follow the Physical Distancing Policy and will make their best efforts to minimize contact with staff, and time in a space with staff.

Policy

All people covered by this policy will be required to provide proof of full vaccination for the COVID-19 virus by March 3, 2022 unless they are exempted as defined in this policy.

Proof of vaccination shall be a QR Code issued by the Provincial Government, or in the absence of a QR Code, proof of the dates and vaccines received issued by a pharmacy, authorized vaccine administrator, or a Provincial or Territorial Government, or a foreign government.

Fully vaccinated means that the person meets the definition of fully vaccinated as prescribed by Health Canada and has received any booster shots as recommended by the provincial health authorities, with a vaccine approved by Health Canada. Currently, only those people who have received either two doses of the AstraZeneca/Covishield vaccine, the Pfizer-BioNTech Comirnaty mRNA vaccine, the Moderna Spikevax mRNA vaccine, or a combination thereof, or one dose of the Johnston & Johnston/Janssen vaccine, and at least 14 days have elapsed since the last dose are considered fully vaccinated. Such requirements are subject to change.

Exemption

In order to be exempted from the requirement to show proof of full vaccination, the person must provide medical proof of their inability to be vaccinated by a medical professional qualified to attest to the exemption by the provincial government. For those claiming a religious exemption, satisfactory

written proof from their cleric confirming that the person is a practicing member of the faith and the faith has a religious objection to the vaccination, must be provided. Anyone claiming an exemption under another human rights protected ground will be required to provide proof of the exemption in a form satisfactory to the Employer. In all cases, the Employer reserves the right to request further documentation as deemed necessary by the Employer.

Exemptions and Accommodations

Those who cannot be vaccinated for medical, religious, or other human rights protected grounds, will be accommodated. Such accommodations will be specific to the needs of the person and the circumstances of their workplace for and may include the requirement to wear a mask satisfactory to the Employer at all times, additional personal protective equipment (PPE) requirements, or being reassigned to a role that minimizes contact with others in the workplace. Where such accommodations cannot be provided without resulting in an undue hardship to the Employer, the employee may be placed on an unpaid leave of absence until such time as the requirement to be fully vaccinated has been relaxed, or other reasonable accommodations can be put in place.

In addition, those who cannot be vaccinated for medical, religious, or other human rights protected grounds, will be required to undergo regular testing for COVID-19, up to three times per week, using a COVID-19 testing method approved by Health Canada, and will only be allowed to be at work while they maintain negative test results for COVID-19.

Unvaccinated Persons

Given Public Health Requirements and the legal obligations of Employer, priority for accommodation will be given to those employees who are exempted from vaccination under human rights protected grounds. An employee who is not vaccinated and who cannot demonstrate a valid exemption under human rights protected grounds may only be accommodated where such accommodation can take place without impacting those who are entitled to accommodation under law, and where the risk to the health and safety of our clients and our staff can be safely managed.

Such employees will be required to undergo COVID-19 testing up to three times per week at their own expense using a COVID-19 testing method approved by Health Canada and provide proof of a negative test following each test and must maintain a negative test result in order to attend work. Such employees will be required to wear a mask satisfactory to the Employer at all times, use additional PPE and/or assigned to work that does not involve contact with others. Where no such work is available, or where the risk to employees and clients cannot be satisfactorily managed, such employees will be placed on an unpaid leave of absence.

Although the Employer respects the personal choices of its employees, health and safety is always its top priority. The Employer will also comply with all public health orders.

An employee who declines to provide proof of vaccination and declines testing, may, at the Employer's option, have their employment terminated or be granted an unpaid leave of absence until such time as the employee complies with this policy or the policy is rescinded.

Privacy

The Employer recognizes the right of its employees to privacy. Any information collected pursuant to this policy, including, vaccination status, medical or other exemption information, and COVID-19 test results will be kept confidential and not disclosed to anyone except on a strict need to know basis. Such information may be disclosed to public health to aid with contact tracing. The information will be stored in the employee's personnel file, or where the person is not an employee, in a private file accessible only to the Employer. Any information collected will only be retained for as long as it is required.

Proof of vaccination will only be retained until the requirement to show proof of vaccination is lifted, or it needs to be updated. COVID-19 test results that are more than ninety (90) days old, will be destroyed with such destruction taking place every six (6) months

Disciplinary Action

Any employee who:

- Provides false proof of vaccination;
- Refuses to abide by the accommodations set out in this policy;
- Refuses to use or misuses PPE;
- Refuses to provide test results within 24 hours of receipt or provides false test results;
- Attends work when they know they are COVID-19 positive;
- Fails to abide by this policy; or
- Aids or abets another employee to breach this policy

May be subject to disciplinary action up to and including dismissal from their employment for just cause.

Duration

This policy shall remain in effect until January 5, 2023, unless terminated earlier. The Employer may extend or amend this policy as required to remain compliant with public health orders and/or ensure the health and safety of its clients and staff.