

Due to the constantly-evolving nature of COVID-19, PETRONAS Canada has to adapt our approach to safe operations. To that end, we commit to making the best choice based on current data at any given time, which may result in changes. We appreciate your ongoing support in helping to maintain the health and safety of all workers and we will keep you updated as we continue to evaluate our position.

PETRONAS Canada's top priorities are protecting the communities where we operate, our workforce and their families, the environment, and ensuring our safe and continued operation. As the COVID-19 situation in British Columbia and Alberta continues to change, we want to ensure we support respective health guidance as communicated by the Chief Medical Officer of Health in both provinces. Health authorities have been clear that a vaccinated population is our best line of defense against COVID-19.

On November 25, we communicated to all PETRONAS Canada employees, contractors, consultants and vendors that we were implementing a Vaccine Mandate Standard (the "Standard") effective **February 1, 2022**.

Accordingly, beginning on February 1, 2022, all PETRONAS Canada staff, contractors, vendors and visitors to our worksites (including our field operations and offices in Fort St. John and Calgary) **will be required to provide Proof of Vaccination demonstrating their Fully Vaccinated status**. Your acceptance and participation in this part of PETRONAS Canada's health and safety management system will be a requirement for continued work with PETRONAS Canada.

What this means for you:

1. The staff you send to our worksites must be able to provide Proof of Vaccination demonstrating they are Fully Vaccinated as a condition for site access.
 - a. Fully Vaccinated means: An individual who has completed a series of COVID-19 Vaccines in accordance with Health Canada requirements.
 - b. Proof of Vaccination means: A government-issued digital or paper record that confirms the vaccination status of a Worker or Visitor (e.g. QR code, vaccine passport or vaccine record).
2. Currently we are following guidance from the Government of Canada for acceptable vaccines. To ensure your vaccine is on the approved list and that you will be considered compliant with PETRONAS Canada's Vaccination Mandate Standard, [please visit the Government of Canada's Approved COVID-19 Vaccine webpage](#). PETRONAS Canada expects that all companies providing workers to a PETRONAS Canada worksite are diligently confirming their workers' health and eligibility to access our worksites. Falsifying vaccination status and related information will result in disciplinary action up to and including termination of services.
3. Negative antigen tests will no longer be accepted as an alternative to Proof of Vaccination.
4. The Standard will, at all times, be applied in accordance with the occupational health and safety, human rights, public health and privacy legislation of the applicable Province.
5. PETRONAS Canada expects that all companies will diligently review and assess the merits of their workers' requests for exemption from the Standard, if any, and to make PETRONAS Canada aware of those workers with verified exemptions and their requested accommodation plan. We will assess each such request on a case-by-case basis and determine whether accommodations are possible based on all of the circumstances including the health and safety of the entire worksite. Accommodations may include, but are not limited to, wearing additional PPE, regular rapid antigen detection testing at the vendor's expense, and modifying the terms of the worker's engagement. There is no guarantee that accommodation requests will be granted.

We appreciate your ongoing support in helping to maintain the health and safety of all workers and we will keep you updated as we continue to evaluate our position.

Please contact vaccinations@petronascanada.com with any additional questions or to obtain a copy of the current Vaccine Mandate Standard.

Please stay safe,

PETRONAS Canada's Pandemic Response Team