

COVID-19 VACCINATION

Effective date: April 21, 2021

Issued by: Corporate Safety & People, Culture and Communications
Policy owner: Corporate Safety

Background and Purpose

In accordance with our commitment to Safety First, Always, Air Canada takes a multi-layered approach to ensure that all employees work in a safe and healthy environment. Each employee plays a vital role in preventing the spread of the COVID-19 virus in our workplace.

For that reason, as COVID-19 vaccinations become available, Air Canada strongly encourages employees to be inoculated against the virus with the full dosage of a COVID-19 vaccine which is approved by the government where the employee regularly resides (the "Vaccination" or "Vaccine"). This Policy sets out both employee and employer obligations, should employees choose to receive the Vaccine.

AC recognizes the personal nature of the decision to get vaccinated. Employees with concerns about vaccines or side effects are encouraged to raise them with their doctor.

Scope

This Policy applies to all Air Canada employees.

This Policy does not change or reduce employees' obligations contained in other Company policies, guidelines or in their applicable collective agreement.

Policy Statement

Air Canada is committed to providing a safe and healthy environment so that all employees are free from the negative effects of COVID-19 in the workplace.

The Policy is a component of our overall Safety First, Always Flight Path behaviour, and is intended to help fulfill our obligation to the continued health and safety of our employees and our customers. As all employees share responsibility for their personal well-being and the well-being of the colleagues, customers and stakeholders they interact with, Air Canada strongly encourages all employees to receive the Vaccine. In doing so, employees are enhancing our safety culture and Air Canada's Flight Path promise to treat our customers and each other with Care and Class.

Guidelines

Air Canada recommends that employees receive the Vaccine as soon as it is available to them. Air Canada understands access to the Vaccine and dosage may not occur at the same time for all employees due to various jurisdictional rollout mechanisms, priorities and availability.

When planning to receive the Vaccine, employees should be mindful of limiting impacts to operational

commitments and are to adhere to all branch protocols and procedures.

Air Canada is not liable for side effects of the Vaccines, and in instances where an employee has an adverse reaction to the Vaccine and is unable to report to work, regular sick policies would apply and further accommodation measures, if needed, can be discussed with their manager.

Receiving the Vaccine does not supersede the requirement to adhere to branch specific workplace biosafety measures as well as those outlined in the Safe Behaviour Policy.

All employees are required to consult and adhere to obligations contained in their respective branch policies and guidelines which may contain additional COVID-19 requirements.

In order for the employer to assess future biosafety measures, all employees who are coming into the workplace are encouraged to notify Air Canada of their Vaccination status. In instances where employees are required to receive the Vaccine for their duties, they will be advised accordingly and required to submit supporting documentation.

Non-Compliance with this Policy

Any employee who does not respect the guidelines set out in this Policy may be subject to discipline, up to and including termination of employment.

Authorities

Corporate Safety
People, Culture and Communications

Policy Review

This Policy will be reviewed and updated as required.

Related Policies

Air Canada's Safety Policy
Air Canada's Safety and Security Reporting Policy
Air Canada's COVID-19 Safe Behaviour Policy