

COVID -19 HEALTH AND SAFETY PROGRAM

COVID-19 remains a serious health risk in our community. The ongoing spread of variants of concern means we must make every reasonable effort to protect our workplace against the virus. In accordance to applicable public health guidance and law, Broadway Across Canada (“**Company**”) has implemented this health and safety program for all individuals (“**Workers**”) who are working at the Company’s place of business and venues (the “**Work Place**”) to help protect the health of Workers, visitors, and guests against the coronavirus (“**COVID-19**”) and to prioritize their safety and well-being.

a. **Vaccination Policy.**

- a. COVID-19 vaccines have been approved by Health Canada and are available to all working-age Canadians. According to public health information, COVID-19 vaccines are a safe method of giving individuals added protection against the effects of the COVID-19 virus and its variants and are an additional measure for limiting the risk of contracting and spreading the virus. The Company requires that Workers are Fully Vaccinated to work at the Work Place. “**Fully Vaccinated**” means the following: (a) fourteen (14) days after a Worker’s second dose in a 2-dose series of a COVID-19 vaccine (“**Vaccine**”) approved or authorized by Health Canada or (b) fourteen (14) days after a single-dose Vaccine. In addition, when eligible, a Worker who is Fully Vaccinated must receive any applicable booster dose(s) (“**Booster Dose(s)**”).
- b. All Workers must maintain and provide written proof to the Company that they have been Fully Vaccinated against COVID-19 with a Vaccine at least 14 days prior to reporting for work, unless otherwise mutually agreed between Company and Worker, and that they have received Booster Dose(s), when eligible. Workers must provide proof of vaccination to the Company’s designated representative. Proof of vaccination may include a vaccine record card, vaccine receipt, vaccine certificate, and vaccine passport. Workers should not provide proof of vaccination that includes any genetic information (e.g., family medical history). New hires must present proof of vaccination, if vaccines are available and the Worker is eligible, at time of hire.
- c. A Worker seeking a qualifying medical or other qualifying reason under applicable law that prevent them from receiving a Vaccine may request an exemption from this vaccination policy. A worker must have written confirmation from a physician [or nurse practitioner] that demonstrates: (i) there is a medical reason that the employee cannot be vaccinated against COVID-19; and (ii) the effective time period for which this medical reason is expected to persist. If the medical reason that an employee cannot be vaccinated against COVID-19 is temporary, the employee must provide confirmation of COVID-19 vaccination as soon as reasonably possible after that temporary period has ended. All requests should be directed to Debbie Adelsberg at Debbie.Adelsberg@JohnGore.com in Human Resources.

2. **Other Protocols.**

- a. Workers will be required to be tested for COVID-19, subject to a testing policy and schedule to be determined.
- b. Prior to admittance, Workers may be subject to health screening, and/or may be required to complete a self-wellness survey, as determined by the Company.
- c. All Workers, regardless of vaccination status, may be required to wear a face covering over their mouths and noses indoors in the Work Place when other people are present as determined by the Company. For the purposes of this policy, a face covering should conform to the guidance recommended by Health Canada <https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/prevention-risks/about-non-medical-masks-face-coverings.html>. A Worker who has a qualifying medical or other reason under applicable law that prevents them from wearing a face covering may request an exemption from this face covering policy. All requests should be directed to Debbie Adelsberg at Debbie.Adelsberg@JohnGore.com in Human Resources.

3. **Compliance.** Compliance with this policy is critical to the Company's efforts to control the risks of COVID-19 in the workplace. A Worker who fails to comply with this policy will not be permitted to attend the workplace.
4. **Privacy.** The Company is committed to protecting the privacy and security of Worker's personal information. All information reported under this policy will be treated as confidential to the extent required by law and will be used or disclosed only by the Company for the purposes of administering infection control procedures in the workplace. To the extent required by law, the Company will report statistical information to the national or provisional government regarding the number of employees who have reported vaccination status and/or exemption to this policy. All statistical information will be provided in aggregate form and no identifying information will be provided in meeting this obligation.