



August 18, 2021

Dear Residents and Families,

We are pleased to see that the Ontario Government has introduced a new mandatory vaccine requirement for high-risk sectors, which will take effect September 7. Vaccines are a proven, safe, and powerful weapon in our battle against COVID-19. Vaccinations among our residents led to a dramatic drop in COVID-related infections and deaths. This speaks volumes to the benefits of vaccination in combatting COVID-19.

Once vaccines became widely available, Revera implemented a policy of its own nationwide to reflect our expectation that all staff be vaccinated except when impossible due to legitimate, established exceptions of a medical nature. While respecting a staff member's choice not to be vaccinated, we believe foremost in protecting the older adults who live in our homes and residences as well as all of our employees who support and care for them.

Since July 1, Revera has required that any employee who is not fully vaccinated to:

1. Provide a documented medical reason as to why they cannot be vaccinated **or** participate in an educational session regarding the benefits of vaccination and the risks of not getting vaccinated, **and**
2. Participate in daily rapid antigen surveillance testing, **and**
3. Continue to adhere to PPE requirements, even after these are no longer mandated by public health or provincial health ministries.

Given the demonstrable benefits of vaccination, this was and is the right thing to do.

In the context of a global pandemic, these requirements are consistent with the precautionary principle and Revera's obligations under applicable health and safety legislation, which requires us to take measures to protect our residents and staff.

I want to thank you for your ongoing support of our residents and staff. It means the world to us.

Be well. Stay safe. Stay strong.

Thomas Wellner, President & CEO, Revera Inc.