



August 26, 2021

Dear Residents and Families,

The COVID-19 pandemic has had a disproportionate impact on the people who live in long term care and retirement residences. Over the last year and a half, we have worked together to protect those in our care from the worst outcomes from the pandemic, and sadly, our work is not yet done. Variants of concern are more contagious than ever and pose a higher risk of transmission compared to the original strain of COVID-19.

As an industry leader, Revera has decided to update its vaccine policy. Effective October 12, vaccination against COVID-19 will be mandatory for Revera staff across Canada. This policy applies to all employees, agency staff, students, volunteers, and contractors at all Revera sites, including the Support Office, who must be vaccinated unless they are medically unable.

The changes to Revera's policy are being made in coordination with other industry partners, including senior living operators Chartwell, Extencicare, Responsive Group and Sienna, to demonstrate that we are united in our mission to protect the safety of residents.

Vaccines are a proven, safe and powerful way to reduce the spread and severity of COVID-19. We know that after the vast majority of Revera's residents were vaccinated we saw a dramatic reduction in negative outcomes from COVID-19 in our homes and residences. We are truly grateful for this and are committed to maintaining this positive trend.

The change in our vaccine policy reflects the fact that our society, and you, our residents and their families, increasingly expect full vaccination for healthcare workers. This is an expectation that I fully support, as does all of Revera's senior leadership team.

In the context of a global pandemic, our policy of mandatory vaccination for all employees is consistent with Revera's obligations under applicable health and safety legislation to take strong measures to protect our residents and staff and, quite simply, it's the right thing to do.

Be well. Stay safe. Stay strong.

Thomas Wellner, President & CEO, Revera Inc.