



3003 Page Street
London, Ontario
N5V 4J1

For the purposes of this COVID-19 Vaccination Policy, the “JOHN AARTS GROUP” refers collectively to all the following companies and their employees:

J-AAR Excavating Limited
AAROC Aggregates Ltd.
AAROC Equipment
Concrete Forming (1980)
Dutch Brothers Ready Mix Ltd.
Orange Rock Developments
KRJ Aarts Holdings Ltd.



519.652.2104

www.johnaartsgroup.com



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COVID-19 Vaccination Policy

1. Purpose

COVID-19 is a serious health condition that has had a devastating global effect. The “JOHN AARTS GROUP” adopts this Policy to comply with public health procedures and to protect the health and well-being of our employees.

2. Definitions

“**Employees**” refers to all unionized and non-unionized employees from J-AAR Excavating Limited, AAROC Aggregates Ltd., AAROC Equipment, Concrete Forming (1980), Dutch Brothers Ready Mix Ltd., Orange Rock Developments and KRJ Aarts Holdings Ltd., collectively referred to as the “JOHN AARTS GROUP” for the purposes of this Policy.

“**Unvaccinated**” refers to those employees who refuse to be vaccinated due to personal choice, refuse to provide proof of vaccination, or cannot be vaccinated for a reason protected by a medical exemption or human rights legislation.

“**Fully Vaccinated**” refers to an individual who has received the full series of a COVID-19 vaccine or combination of COVID-19 vaccines approved by Health Canada (e.g., two doses of a two-dose vaccine series, or one dose of a single-dose vaccine series); and having received the final dose of the COVID-19 vaccine at least 14 days ago. It also means having received any subsequent dose, booster or boosters that may be required or recommended by the provincial government and/or public health authorities.

3. Scope and application

This Policy applies to all “JOHN AARTS GROUP” employees including the following companies – J-AAR Excavating Limited, AAROC Aggregates Ltd., AAROC Equipment, Concrete Forming (1980), Dutch Brothers Ready Mix Ltd., KRJ Aarts Holdings Ltd., Orange Rock Developments.

4. Effective date

This Policy is in effect as of OCTOBER 13, 2021.

5. Vaccination

The “JOHN AARTS GROUP” strongly encourages each employee to consult the advice and recommendations of public health agencies with regards to COVID-19 and to make informed vaccination decisions.

Should a Client require employees at a workplace or project to be fully vaccinated, then all employees at that workplace or project shall adhere to that vaccine policy. The “JOHN AARTS GROUP” will disclose employees’ proof of vaccination to the Client, if requested, but only with the employee’s written consent.



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Unvaccinated employees:

If an employee refuses to be vaccinated due to personal choice, refuses to provide proof of vaccination, or cannot be vaccinated for a reason protected by medical exemption or human rights legislation, they will be considered unvaccinated.

At this time, we are required by law to have a vaccine policy in place, but do not require vaccination for employment.

Please note that Public Health guidance and regulations, related to COVID-19, is constantly evolving and this Policy may change at anytime.

6. Proof of Vaccination

The “JOHN AARTS GROUP” may request proof of vaccination from all employees, including new hires. Proof is the documentation of a vaccination series approved by Health Canada. As noted above this includes subsequent doses or boosters that may be required or recommended by the provincial government and/or public health authorities. For employees vaccinated in Ontario, the only proof accepted is the vaccination receipt issued by the Ministry of Health. Ontario vaccine certificates can be obtained at <https://covid19.ontariohealth.ca/> by entering your health card information.

Proof of vaccination status will allow the “JOHN AARTS GROUP” to make informed decisions regarding health, safety and staffing requirements at workplaces and to follow any public health procedures or legislation, as required.

Duty to accommodate

The “JOHN AARTS GROUP” recognizes its duty to accommodate employees who are unable to receive a vaccine(s), for reasons related to medical or human rights legislation exemptions, to the point of undue hardship.

Employees who claim an exemption, will be asked to complete, and submit any applicable documentation, as needed.

Privacy policy

Proof of vaccination status information if needed, will be collected, used, and disclosed pursuant to the terms of this Policy and other applicable provincial privacy legislation, where it exists. A written consent form will be required. Vaccination status information will only be collected, used, and disclosed as required for the reasonable purpose of:

- taking all reasonable precautions and to make decisions during the pandemic to ensure the health and safety of everyone in the workplace through appropriate planning and workplace staffing based on vaccination status;
- providing disclosure to Clients as required by the terms of the service relationship, for workplace or project health and safety requirements or when reasonably required to facilitate Client engagement and interaction and;
- administering the “JOHN AARTS GROUP” COVID-19 Vaccination Policy.



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Vaccination status information will be kept in a secure location and will be destroyed as soon as it is no longer required.

7. Health and Safety Requirements for Vaccinated and Unvaccinated Individuals

Unless a legislated exemption applies, all employees whether vaccinated or not, are required to continue to comply with applicable COVID-19 health and safety measures, including but not limited to established workplace health screening and access controls, the wearing of a mask or face covering, maintaining appropriate physical distancing, self-monitoring of potential COVID-19 symptoms, and staying away from the workplace if COVID-19 symptoms arise.

8. Responsibilities

Senior Management of the “JOHN AARTS GROUP” are responsible for the administration and enforcement of this Policy in accordance with applicable law. Employees are responsible for compliance with this Policy and shall comply with all applicable legal obligations in doing so, including all public health measures such as screening, physical distancing, wearing a mask, and staying home if they are sick.

9. Amendments

The “JOHN AARTS GROUP” will review this Policy and update it as required and as reasonable in the evolving nature of the pandemic and government and public health authority direction.

10. Review and Approval

This Policy has been reviewed and approved by:

NAME	SIGNATURE	DATE
Ryan Aarts, CEO		October 13, 2021



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