



Arkay Contracting Ltd

VOLUNTARY VACCINE POLICY

2022 January

Arkay Contracting does not have or enforce a mandatory COVID-19 vaccine policy.

Vaccine status does not determine whether a worker remains employed with Arkay Contracting Ltd.

Pursuing vaccination is voluntary and will remain so unless a government mandate is issued for employers.

Arkay client sites may enforce a mandatory vaccine policy or disclosure of vaccination status.

This may result in an unvaccinated worker:

- Being given the option of becoming vaccinated to gain a position on an enforced site
- Opting out of a position on an enforced site
- Being laid-off if a position on a neutral site is not immediately available
- Disclosing vaccination status during site orientation

Arkay Contracting fully supports the workers right to make medical decisions free of discrimination.

Loss of a future/current position due to lack of vaccination is not the responsibility of Arkay Contracting on Arkay client site.