

# BC HYDRO CONTRACTOR COVID-19 VACCINATION POLICY

## Purpose Statement

The health and safety of our employees, our contractors and our customers is a priority for BC Hydro, and one of our core values. BC Hydro is committed to taking precautions to ensure the continued safety of its workers and workplaces and to minimize the risk of COVID-19 transmission. Information and guidance from the BC Centre for Disease Control advises that vaccines are the best way to protect against severe illness, hospitalization and death from COVID-19, and reduce the risk of transmitting the virus to others.

## Mandatory COVID-19 Vaccination Requirement

Effective January 10, 2022, as part of its Contractor Safety Standards, BC Hydro requires their workers and their subcontractors' workers, including suppliers, working at BC Hydro workplaces<sup>1</sup> to be fully vaccinated against COVID-19.

Fully vaccinated is defined as having received a complete vaccine series of a COVID-19 vaccine accepted by the BC Centre for Disease Control.

This Contractor COVID-19 Vaccination Policy ("Policy") applies to all BC Hydro contractors and suppliers that have their or their subcontractors' workers performing work at any BC Hydro workplace on or after January 10, 2022, unless an exemption applies in accordance with this Policy.

## Contractor Acknowledgement Requirement

Existing and new contractors are required to submit a signed acknowledgement of this Policy prior to their or their subcontractors' workers attending any BC Hydro workplace as of January 10, 2022, unless their work for BC Hydro falls entirely within an exemption from this Policy. The Acknowledgement Form is available at [Safety information for contractors \(bchydro.com\)](https://www.bchydro.com/safety/information-for-contractors).

BC Hydro reserves the right to request further acknowledgements from contractors as it considers necessary from time to time in connection with any future changes to this Policy.

## Exemptions

This Policy does not apply to:

1. Contractor work that both is in an isolated location that is not a BC Hydro facility, and does not require work directly with BC Hydro employees, other BC Hydro contractors, customers or community members;
2. Workers who will only access common areas of buildings that are open to the public (e.g. lobby);
3. Couriers and delivery drivers making deliveries or pick-ups of materials or packages only to or from a BC Hydro workplace;
4. Work at contractor/subcontractor offices and facilities located off BC Hydro premises, including to perform work under consulting or supply only contracts;
5. BC Hydro workplaces where contractors are directed by BC Hydro in writing to follow different procedures.

## Requests for Exceptions

BC Hydro may consider and grant or decline limited exceptions from the requirements of this Policy at its sole discretion. Contractors may request exceptions by submitting a request as outlined at [Safety](https://www.bchydro.com/safety)

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<sup>1</sup> BC Hydro workplace is any worksite, location or facility where work is performed for or on behalf of BC Hydro.

[information for contractors \(bchydro.com\)](#). BC Hydro expects to grant exceptions from the requirements of this Policy in exceptional circumstances only. For example, workplace specific exceptions may be granted as necessary to facilitate emergency or highly specialised work. BC Hydro may also grant worker specific exceptions to facilitate a contractor's efforts to provide a workplace accommodation for their employee's who are unable to receive a COVID-19 vaccine for a reason related to a protected ground under the *BC Human Rights Code*.

If an exception is granted, BC Hydro may include limitations or conditions deemed necessary to mitigate any health and safety risks associated with the exception.

Contractors should submit a signed Acknowledgement Form even if they plan to make a request for an exception for a specific workplace, or for a specific worker to facilitate a workplace accommodation. Until a written decision is rendered by BC Hydro relevant to a request for an exception, the contractor must comply with the Policy and not deploy any worker(s) covered by the request to any BC Hydro workplace if they are not fully vaccinated.

#### [Consequences of Non-Compliance with this Policy](#)

Contractors that are not fully exempt from this Policy, and have not submitted a signed Acknowledgement Form, are not authorised to enter a BC Hydro workplace as of January 10, 2022.

BC Hydro reserves all of its rights under its contract(s) with the contractor in the event of a breach by the contractor, including their workers and their subcontractors' workers, of this Policy. Without limitation, any contractor or their or their subcontractors' worker who is not compliant with this Policy, or who has supplied false information in relation to this Policy, may be removed from or denied access to any BC Hydro workplace. The contractor will bear responsibility for any resulting delays.

#### [Access to Records](#)

Contractors will obtain and maintain, and will furnish to BC Hydro at any time upon reasonable request, for audit purposes, such evidence or records as are reasonably necessary to establish the contractor's compliance with this Policy, including any statements made by the contractor in an Acknowledgement Form submitted pursuant to this Policy. The contractor is responsible for obtaining permission from their workers and their subcontractors' workers to disclose such individuals' COVID-19 vaccine status to BC Hydro for audit purposes or for purposes of any worker accommodation requests, as required by this Policy. BC Hydro is authorized to collect this information under section 26(c) of the Freedom of Information and Protection of Privacy Act. If you have questions about this collection, you may contact [ContractorCOVIDCompliance@bchydro.com](mailto:ContractorCOVIDCompliance@bchydro.com).

It is the contractor's responsibility to ensure that reasonable evidence of their workers and their subcontractors' workers COVID-19 vaccination status is furnished to third parties where reasonably requested by such third parties in respect of work performed at BC Hydro worksites located on such third parties' lands or facilities.

#### [Future Updates](#)

BC Hydro will review this Policy periodically and may revise it from time to time as needed to ensure that it continues to support the health and safety of our employees, our contractors and our customers.