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Public Statement

Date: August 27th, 2021

From: James Schlegel

Re: Mandatory Vaccinations for Team Members

As part of our continued efforts to ensure a safe workplace for our team members and a healthy living environment for our residents during the ongoing COVID-19 emergency, Schlegel Villages will be introducing a policy of mandatory team member vaccinations. Team members will be required to provide proof of full vaccination, or documentation from a physician confirming a medical-based need for an exemption, by October 31st, 2021. Team members who do not do so, will be placed on unpaid leave.

As an organization, we are responsible for safeguarding and protecting the health and well-being of all whom we serve, and despite extensive efforts to encourage team members on the benefits of vaccination, extensive communication, including individual 1-1 meetings and broader targeted campaigns, there remains a percentage of Team Members who have declined vaccination for various reasons. This continues to expose our Residents, families and other team members to the risk of infection.

The new policy will apply to all team members, leaders, students, and volunteers. In the coming weeks we will be working to implement this policy and looking to support as many team members as possible to become fully vaccinated. We believe this decision will result in even safer communities in the months to come.

Should you have any questions regarding mandatory vaccinations for team members please reach out to Matt Drown at 416-389-5196 or matt.drown@schlegelvillages.com