

Aviation and Marine Vessel COVID-19 Vaccination Standard

Purpose

Cenovus is committed to providing a safe and healthy workplace. In addition to the measures already in place to protect our workforce (such as rapid testing, enhanced cleaning protocols, masking and distancing, illness reporting and isolation – for more details see our [COVID-19 protocols](#) page), Cenovus has put in place this Aviation and Marine Vessel COVID-19 Vaccination Standard (“Standard”) to further address risks associated with COVID-19. This Standard establishes the parameters for Cenovus’s compliance with Transport Canada’s COVID-19 vaccination requirements for aviation and marine vessels.

Scope

This Standard applies in Canada to all workers and visitors traveling on Cenovus owned airplanes, helicopters, or marine vessels (including SeaRose FPSO), as well as all staff and supplier workers traveling by air or sea on public transportation or Cenovus contracted service providers airplanes, helicopters or marine offshore support vessels while on company business.

Due to the changing nature of the COVID-19 pandemic, Cenovus reserves the right to revise the Standard and other COVID-19 protocols as it deems necessary.

Standard Statements

Airplanes and helicopters

Vaccination status

In alignment with Transport Canada requirements, all workers and other individuals traveling to or from Cenovus worksites must be fully vaccinated against COVID-19 to board any flight, commercial or charter (including Cenovus-owned aircraft).

Proof of vaccination status

Cenovus staff, supplier workers and other individuals should follow the instructions of the applicable air carrier or aerodrome operator regarding when and how to show proof of vaccination status.

Vaccination records must contain the name of the person that received the vaccine, the name of the government or non-governmental agency, the brand of the vaccine that was administered, and the dates of administration of the vaccines, and must be accompanied by a government-issued photo ID.

Failure to provide proof of vaccination status

Anyone unable to provide proof of full COVID-19 vaccination upon request will be denied boarding.

Exemptions

Transport Canada allows for some limited medical and human rights exemptions. These are administered by the applicable air carrier. Those seeking to travel by air to or from Cenovus worksites may contact the applicable air carrier regarding an exemption. Employees may also contact Disability Management at COVID19@cenovus.com.

Marine vessels

Vaccination status or testing

In alignment with Transport Canada requirements, every person on board or boarding the SeaRose FPSO and any other Cenovus owned marine vessels must either be fully vaccinated or meet the exemption and testing requirements set out below.

If an individual is granted an exemption (see Exemptions), then in lieu of providing proof of being fully vaccinated, they must have had a negative result for a COVID-19 test administered in accordance with the pre-boarding instructions provided by Cenovus no more than 72 hours before boarding the vessel, or a positive result for a COVID-19 test that was performed at least 14 days and no more than 180 days before boarding the vessel.

Proof of vaccination status

Unless providing proof of COVID-19 test results, where applicable, workers or visitors travelling to an offshore facility (SeaRose FPSO or any other facility in the White Rose Field) by helicopter or by vessel must provide proof of vaccination status in accordance with pre-boarding instructions during COVID-19 pre-screening, prior to proceeding to check-in at the heliport.

Testing

Cenovus's COVID-19 pre-boarding testing requirements will be in accordance with current public health and Transport Canada guidance. Workers traveling to an offshore facility by air or by vessel will be provided with the latest pre-boarding testing requirements.

Any person who is not fully vaccinated and instead provides proof of a COVID-19 test result as described above must also be tested for COVID-19 every three days for the duration of their time onboard the SeaRose FPSO or other facility in the White Rose Field or any contracted service provider offshore support vessel if they will be on board for six days or more. This testing will be administered by a medic or other person responsible for providing medical care onboard.

Anyone who receives a positive test result while on board the SeaRose FPSO will follow "Response to Covid-19 Case on the SeaRose FPSO ([WR-M-99-X-PR-00048-001](#)) or the contracted service provider's policy.

Other risk mitigation measures

For details regarding other COVID-19 risk mitigation measures on Cenovus vessels, such as distancing, contact tracing, and isolation measures during suspected or known COVID-19 cases on board, see "Response to Covid-19 Case on the SeaRose FPSO ([WR-M-99-X-PR-00048-001](#)).

Exemptions

Transport Canada permits exemptions to the marine vessel vaccination requirement on certain medical and human rights grounds. If you're not able to obtain a COVID-19 vaccine for a reason related to a protected ground under applicable human rights legislation, employees may contact Disability Management at COVID19@cenovus.com. Contractors and supplier personnel should contact their employers. Cenovus will evaluate any such requests in alignment with Transport Canada guidance and requirements, including those set out in [Interim Order No. 3 Respecting Vessel Restrictions and Vaccination Requirements Due to the Coronavirus Disease 2019 \(COVID-19\)](#) and [Measures for Persons \(other than passengers\) on Canadian Vessels and Foreign Passenger Vessels Operating in Canadian Waters to Mitigate the Spread of COVID-19 - SSB No.: 17/2021](#), as amended or replaced from time to time.

Privacy

All personal information collected pursuant to this Standard will be treated in accordance with the Cenovus Privacy Policy and Employee Privacy Standard (where applicable), and applicable laws.

Compliance and enforcement

Any falsification or alteration of information or records related to the COVID-19 vaccinations, test results, or otherwise, will be considered a violation of this Standard.

Violations of this Standard may result in disciplinary action, up to and including termination of employment or services agreement.

Glossary

Employees – Individuals employed by Cenovus Energy Inc. or any of its affiliates and on Cenovus's payroll.

Cenovus (or Company) – Cenovus Energy Inc. and its affiliates. Affiliate includes any company, person, partnership or other legal entity which controls or is controlled by Cenovus Energy Inc.

Company business – refers, but is not limited to, all business activities undertaken in the course of Cenovus's operations, whether conducted on or off company premises. It includes those situations when an employee is representing, or could reasonably be perceived as representing, Cenovus in the performance of their duties.

Company premises – includes, but is not necessarily restricted to, all land, property, camps, structures, buildings, Fixed Base Operations, installations, or any part thereof owned, leased, rented, operated or occupied by the company, as well as vehicles, aircraft, vessels and equipment owned, leased, rented, operated or otherwise directly controlled by Cenovus or used in the course of company business.

Contractors – Individuals who provide services related to day-to-day business, operations, or on a specific project of Cenovus or its subsidiaries through a contractual arrangement with a supplier, but who may be individually screened or selected based on their particular knowledge, skills and capabilities. Services provided typically have an expected start and end date. The supplier engages with the individual as an employee or as a (sub)contractor, and, where applicable, is responsible for the employment relationship, including payroll, any benefits, and all applicable statutory remittances. The supplier also provides personnel' compensation coverage, specified levels of insurance and may be responsible to ensure required training, certifications, and readiness-for-work are confirmed for the services.

Fully vaccinated – You are considered fully vaccinated if you have received the full series dosage of an accepted COVID-19 vaccine approved by Health Canada at least 14 full days prior to your flight departure or vessel boarding.

Staff – Individuals who conduct work and/or provide services for the benefit of Cenovus or its subsidiaries, including employees and contractors, but excluding suppliers.

Supplier – Any third-party enterprise or entity that provides Cenovus with goods or services including, but not limited to, service providers, vendors, consultants, manufacturers, fabricators, contracted service provider, and distributors (collectively suppliers).

Visitors – Individuals who are not Cenovus Employees, Contractors or the personnel of Suppliers attending at a work site on a temporary basis.

Workers – All personnel performing work at a Cenovus site, including employees, contractors and supplier/service provider personnel.