



Head Office

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Phone: (604) 687.2038

Operations

775 Highway 395
Christina Lake, BC, V0H 1E0
Phone: (866) 561.4554

COMMUNICABLE DISEASE PREVENTION POLICY

1 POLICY STATEMENT

Christina Lake Cannabis Corp (the “Business”) is committed to the health, safety, and well-being of its employees and of all individuals who enter its workplace.

The Business aims to provide guidance for safe operations regarding communicable disease through this Policy (the “Policy”) by educating its employees on the symptoms, infection prevention and control, and compliance with hygiene guidelines. In addition, this Policy sets out the Business’ legal obligations under applicable legislation, as well as steps the Business will take to limit the risk of infection by communicable diseases in the workplace.

2 PURPOSE

The purpose of this policy is to develop a prevention policy for communicable diseases, as part of a safe restart plan at the workplace. The aim is to clearly identify the requirements and procedures required to control the spread of the infection at the workplace, while also maintaining safe business operations. The policy is based on information available at the time of its development and is subject to change based on further information provided by the government, health authorities, and the latest evidence.

This Policy covers but is not limited to COVID-19, Influenza, Ebola, Hantavirus, Measles, Hepatitis A or B and HIV/AIDs.

3 DEFINITIONS

Active Screening vs. Passive Screening	Screening is a process for surveilling and identifying probable cases to help guide response actions. Active screening involves tests, examinations, and interviews. Passive screening involves posting signage and messaging.
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Alcohol-Based Hand Rub (ABHR)	Waterless hand hygiene product that is available as a rinse, gel or foam and consists of a minimum of 60% alcohol. The effectiveness of alcohol is inhibited by the presence of organic matter.
Communicable Disease	An illness caused by an infectious agent or its toxic product that can be transmitted in a workplace from one person to another. Examples of communicable disease that may circulate in a workplace include COVID-19, norovirus, and seasonal influenza.
Emergency Preparedness Plan	Emergency preparedness is a cyclic approach that includes prevention activities, preparing a plan for emergencies, testing out the plan or the response, and establishing procedures and activities to bring the organization back to a routine or acceptable level of operation following an emergency.
Hand Hygiene	A general term referring to any action of hand cleaning. Hand hygiene relates to the removal of visible soil and removal or killing of transient microorganisms from the hands. Hand hygiene is best accomplished by washing hands with soap and warm water for at least 20 seconds.
Hand Hygiene Station	A dispensing location for waterless, ABHR product that is applied to reduce the number of microorganisms present on the hands.
Physical Distancing	Maintaining a distance of at least 2 metres (6 feet) between individuals.
PPE	Personal protective equipment such as gloves and face masks, which protect against the spread.



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4 GENERAL ROLES AND RESPONSIBILITIES

4.0 EMPLOYER

Communicable diseases present risk to the health and safety of employees, and as a result, employers have a legal obligation to take reasonable steps to address this risk. What is appropriate and reasonable may vary depending on the nature of the Business and its workforce. The Business is responsible for making sure that the workplace is safe, and that employees' health and safety are not put at risk. The ultimate goal of the Business is to prevent and reduce transmission among employees, maintain a healthy business operation and work environment. While the following are subject to change, at present, reasonable steps to ensure the work environment is safe may include the following:

- Review this Policy with all employees;
- Ensure a hazard assessment is conducted to evaluate the risk associated to communicable disease;
- Based on the risk assessment, ensure control measures are implemented to mitigate the risk associated with communicable disease;
- Based on hazard assessment, provide appropriate Personal Protective Equipment (PPE) including, but not limited to face masks, gloves, face shields, and goggles to the employees who may have exposure to communicable diseases;
- Ensure an appropriate ventilation of the workplace and the HVAC system is in good working order;
- Encourage good hygiene practices in the workplace;
- Ensure that appropriate steps are being taken to ensure the cleanliness of the workplace;
- Require employees to immediately inform their supervisors or managers if they or someone they have been in close contact with has tested positive for said communicable disease or has been directed to quarantine by public health authorities;
- Direct employees who exhibit symptoms of communicable diseases to quarantine themselves; and
- Provide training to all workplace parties on the reporting procedures of communicable diseases.

4.1 SUPERVISORS AND MANAGERS

Supervisors are responsible for the health and safety of the employees under their supervision. Some specific duties of supervisors include:

- Ensure this Policy is implemented and adhered to in the workplace;



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- Monitor the employees for possible signs of communicable disease symptoms;
- Request that any persons who exhibit symptoms of communicable disease leave the worksite and seek medical advice;
- If determined by the Hazard Assessment, ensure employees use appropriate PPE as required;
- Advise employees of any existing or potential risks of exposure and control measures in place; and
- Protect the privacy of any employee who may have to leave the worksite due to communicable disease related symptoms or diagnosis.

4.2 EMPLOYEES

Under legislation, employees must protect their own health and safety by working in compliance with requirements, any established health and safety policies and safe work practices and procedures. Some specific responsibilities include:

- Follow the requirements of this Policy;
- Become familiar with the symptoms of communicable diseases;
- Inform supervisors and managers if diagnosed with, or are exhibiting symptoms of any communicable disease;
- Follow any public health recommendation regarding quarantining and self-isolation in relation to communicable disease;
- Use appropriate PPE when required; and,
- Practice good hygiene protocols.

4.3 JOINT HEALTH AND SAFETY COMMITTEE (JHSC) / HEALTH AND SAFETY REPRESENTATIVE (HSR)

The JHSC or HSR must work together with the employer to ensure the health and safety of all workplace parties. Some of the responsibilities of the JHSC/HSR include:

- Ensuring employees are aware of the symptoms of communicable diseases;
- Ensuring employees have been trained on the contents of this Policy;
- Conducting workplace inspections and investigations; and,
- Evaluate effectiveness and make recommendations for the improvement of the health and safety of employees.

5 SYMPTOMATIC OR EXPOSED EMPLOYEES

Employees who develop symptoms of communicable disease, who receive a positive test result for a communicable disease, who are living with individuals who are confirmed to



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have a communicable disease, or who are at a high risk of exposure must inform the Business of these facts immediately.

. Symptoms include, but are not limited to:

- Fever
- Barking cough
- Diarrhea
- Vomiting

- 1) Subject to public health directions, the Business may require such employees to remain at home and away from the workplace.
- 2) Employees experiencing symptoms will be sent home or asked not to come into work to recover for the prescribed self-isolation period or until their symptoms have been improving for 24 hours consecutively.
- 3) The Business will consider whether it is possible and practical for the employee to work from home while symptomatic, and, if the Business determines in its sole opinion that it is either not possible or not practical for the employee to work from home, the Business will place the employee on a related leave of absence in accordance with the applicable employment standards legislation.
- 4) If applicable, ensure the worker's workstation and/or the workplace/tools that they were using as part of their job are cleaned prior to anyone else using them, if they haven't yet been cleaned as part of the workplace's cleaning and disinfecting protocols.
- 5) Follow any further direction from public health.

The Business has an obligation to protect its employees from the risk of infection, including by prohibiting employees who may be at high risk of spreading communicable disease from entering the workplace. Accordingly, all employees must report if they are experiencing any symptoms to the Business immediately. Any employee who fails to disclose facts relevant to an assessment of their risk as outlined above may be subject to discipline, up to and including termination of employment.

6 EMERGENCY AND PUBLIC HEALTH ORDERS

The Business will comply with all emergency orders and restart plans made by the government or public health officials in respect of implementing physical distancing and other measures designed to prevent the transmission of communicable diseases in the workplace, as well as in respect of any business closures ordered by the government or public health officials.



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The Business will observe all public health orders and OHS guidelines and be prepared to implement or maintain additional measures at times when the risk of communicable disease in their region or workplace is elevated, as advised and directed by public health on the Business' premises.

Employees who are subject to any emergency or public health order, including any order to quarantine or self-isolate because of recently returning from international or interprovincial travel, or having close contact with any individual(s) confirmed or suspected to have a communicable disease, must comply with any such order and must immediately inform the Business that they are subject to such order.

In these circumstances, the Business will consider whether it is possible and practical for the employee to work from home while subject to the order, and, if the Business determines in its sole discretion that it is not possible for the employee to work from home, the Business will place the employee on a leave of absence subject to the applicable employment standards legislation.

7 HAZARD/RISK ASSESSMENTS

Employers must conduct risk/hazard assessments for communicable disease in their workplace, and work towards the implementation of control measures to eliminating or minimize the risk of transmission. Employers must also educate and train workers about the transmission risks in the workplace and protocols they implement to mitigate them.

7.0 CONTROL MEASURES

Once risk/hazard assessments are conducted, control measures need to be explored. There are many variables involved in MSI and it is not always possible to eliminate the risk factors.

7.1 Elimination

The most effective means to prevent exposures to communicable disease is through elimination – physically removing the hazard through protocols such as:

- Working from home;
- Eliminating or reducing the amount of people in an area;
- Not allowing people with symptoms into the workplace.

7.2 Engineering



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Physical modifications can reduce risk for transmission, such as:

- Control worker access to areas and limit numbers to ensure physical distancing;
- Increased air filtration devices with HEPA filters;
- Extra exits and entrances, planned walk paths, redesigned work areas to reduce grouping of workers;
- Organization of the workspace to allow for physical distancing
- Actual physical barriers between workers and public or between workers themselves.

7.3 Administrative

Changing work practices, awareness tools and training limiting the risk of transmission, such as:

- Policies and procedure outlining general rules for the workplace and specific steps for a task which are designed to eliminate or reduce transmission;
- Training employees on symptoms and proper hygiene;
- Screening employees for symptoms, close contact and requirement for isolation by public health or due to international travel before they enter the workplace;
- Stagger break times or shift start times to reduce congestion of workers;
- Placing appropriate messaging around a workplace directing or reminding what are the rules of this area or the workplace.
- Access to adequate amounts clean water and soap, handwash stations and hand sanitizer dispensers;

7.4 Personal Protective Equipment

PPE can only be used when engineering or administrative controls cannot be applied. Examples are masks, protective eyewear, gloves, etc.

8 PREVENTION AND CONTROL

The Business will monitor local, provincial, and federal Public Health communications



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about communicable disease regulations, guidance, and recommendations and ensure that employees have access to that information. Based on the hazard assessment, the following measures will be considered to reduce the spread in the workplace:

8.0 SANITATION

The Business will take reasonable efforts to ensure the sanitation of workplace surfaces that are commonly used or touched by employees, customers, or other individuals and which might transmit communicable disease, including but not limited to door handles, light switches, tabletops, microwaves, and telephone equipment.

8.1 PHYSICAL DISTANCING

The Business will consider reasonable business practices where necessary to minimize unnecessary physical contact among employees, customers, clients, and suppliers. This may include and is not limited to:

- Organization of the workspace to allow for physical distancing
- Directing pedestrian traffic with signage to allow for physical distancing
- Where physical distancing cannot be achieved, use barriers or guards

When physical distancing cannot be achieved and the risk of transmission is high based on the Hazard Assessment, the Business will protect employees from the risk of contracting a communicable disease, and provide the appropriate PPE.

When an employee has medical concerns regarding wearing certain PPE, the employer will request a medical note from a certified health care practitioner or provide alternative PPE or duties for the employee to comply with public health bylaws and protocols.

8.2 TRAVELING

At the Business' discretion, all work trips and events, both domestic and international, will be examined and assessed to determine the risk of communicable disease transmission to employees.

8.3 IMMUNIZATION

The Business will support provincial immunization plans as directed by government and public health officials.

8.4 VENTILATION

Ventilation systems bring in fresh outdoor air and removes the contaminated indoor air. The Business will ensure ventilation of the workplace is adequate and ventilation systems are properly



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maintained and functioning as designed.

8.5 WORKING REMOTELY

If feasible given the nature of the Business and the duties of certain employees, as well as the individual circumstances and needs of certain employees, the Business will consider, in its sole discretion, requiring or permitting certain employees to work from home.

The Business will conduct on-going hazard assessments as needed and adjust its practices and procedures as required to adhere to public health official orders, OHS authority guidelines, and recommendations for best practices to prevent the spread of communicable disease in the workplace.

8.6 WORKER SCREENING

When deemed necessary by the hazard assessment, the Business must confirm via written or verbal format that the employees have reviewed the complete list of entry requirements and symptom screenings. This may be completed through the following modes:

- A written health check declaration completed by workers before entry
- An online health check form completed by workers before entry.
- A verbal check in, done either in person, virtually, or by phone with every worker, confirming that the worker has completed their daily health check.

In addition, employers will ensure that workers do not enter the workplace if they meet the following requirements:

- Been identified by Public Health as household contact of someone with a communicable disease.
- Been told to isolate by Public Health.

8.7 TRAVEL OUTSIDE OF CANADA

Workers who have traveled outside of Canada and the United States will need to follow any guidelines or requirements issued at the border and notify the Business that they are subject to any such order.

9 HYGIENE REQUIREMENTS

9.0 INDIVIDUAL HYGIENE MEASURES



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To prevent and control the spread of communicable diseases, health officials recommend that all individuals practice good hygiene and/or observe commonly advised precautionary measures.

To prevent exposure to a range of communicable diseases, employees are encouraged to perform the following in and outside the workplace:

- Wash hands often with soap and water or use an alcohol-based hand sanitizer;
- Avoid touching eyes, nose, and mouth with unwashed hands;
- Avoid close contact with people who are ill;
- Stay home when ill;
- Cover coughs or sneezes with a tissue, and then immediately throw the tissue in the garbage and wash hands;
- If a tissue is not available, sneeze or cough into a sleeve or arm, not a hand; and,
- Clean and disinfect frequently touched objects and surfaces.

9.1 HAND HYGIENE PROCEDURES

The Business will ensure that there is an adequate supply of liquid soap in the bathroom and kitchen areas and post signage reminding employees to regularly wash their hands with warm water and soap for a minimum of 20 seconds. The Business will also ensure there is an adequate supply of hand sanitizer (if available) for employees to use as well as cleaning products to sanitize surfaces.

Follow these steps to maintain proper hand hygiene.

9.2 SOAP AND WATER

- First, remove jewelry (rings).
- Next, wet your hands.
- Then apply soap.
- Vigorously clean or rub all parts of your hands, including the palms and backs of your hands, thumbs, fingers, nails and wrists, for a minimum of 20-30 seconds (sing "Happy Birthday" twice).
- Rinse and dry your hands properly with single-use paper, a cloth towel, or a blow air dryer.
- Try to turn off the tap with a paper towel after you dry your hands.

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9.3 ALCOHOL-BASED HAND RUB (ABHR)

- Apply 1 or 2 pumps of the product (about the size of a loonie) into your hands.
- If the ABHR dries before 15 seconds of rubbing, apply more product.
- Rub vigorously, applying friction to all skin surfaces and paying particular attention to fingertips, webbing between fingers, palms, back of hands, nail beds, and each finger.
- Rub for a minimum of 15 seconds until the product is dry before touching anything. This ensures that the ABHR is effective and eliminates the extremely rare risk of flammability in the presence of an oxygen-rich environment.

10 COMMUNICATION PLAN

Management of the Business will ensure regular communication with employees to keep them informed of hazards and appropriate hazard-control measures. Management of the business will communicate as often as necessary and every time there is a change regarding the hazards or hazard-control measures.

10.0 COMMUNICATION CHANNELS

Management of the Business will decide which communication channel is the most effective to communicate with employees, contractors, visitors, including but not limited to:

- Signage
- BrightHR
- Letters to staff
- Company emails
- Small group toolbox talks meetings
- Post communication materials at worksites
- Worksite television monitors
- Social media
- Company text messaging programs



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11 POLICY REVIEW

This Policy is intended to be temporary, and shall be monitored, reviewed, and amended as necessary, in the Business' sole discretion, in accordance with official federal and provincial government announcements, information, and orders.