



TORONTO PEARSON NON-PASSENGER COVID-19 VACCINATION POLICY

1. Policy Intent

- 1.1 The Canadian government has issued the Interim Order Respecting Certain Requirements for Civil Aviation Due to COVID-19, No. 43 (the “Interim Order”), which requires the operators of airports set out in the Interim Order to implement a mandatory COVID-19 vaccination policy in compliance with the Interim Order by no later than October 30, 2021 for all non-passengers. The Greater Toronto Airports Authority (GTAA) operates Toronto Pearson under a lease with the Government of Canada. The GTAA believes that vaccinations are the most effective way to ensure the health and safety of its employees, non-passengers, passengers and communities while helping to decrease the spread of COVID-19 and variants. The GTAA recognizes that protecting the health of those working at Toronto Pearson is critical to support the safe operation of Toronto Pearson and the aviation system, and that it is not possible to completely isolate non-passengers performing operational roles from other persons who have access to Toronto Pearson. The GTAA has implemented a separate policy under which its employees are required to be vaccinated against COVID-19 (the “GTAA Employee Vaccination Policy”).
- 1.2 Given the continuing spread of COVID-19, including the Delta variant, the potentially severe consequences of COVID-19 on individuals and the health care system, the compelling data demonstrating a significantly higher incidence of COVID-19 and severe consequences from COVID-19 among the unvaccinated population and the increasing levels of contact between individuals as businesses, services and activities have re-opened, including increasing domestic and international travellers at Toronto Pearson, it is necessary for non-passengers working at Toronto Pearson to be fully Vaccinated.
- 1.3 Accordingly, the GTAA has implemented this Toronto Pearson Non-Passenger COVID-19 Vaccination Policy.

2. Application

- 2.1 This Policy applies to every employer, business, person, organization or other entity conducting commercial or any other activity or performing any services of any kind, or otherwise accesses Toronto Pearson, regardless of whether they are provincially or federally regulated. Notwithstanding the foregoing, this Policy does not apply to persons to whom GTAA’s Employee Vaccination Policy applies.

3. DEFINITIONS

- (a) “Covered Entities” means all employers, businesses, persons, organizations, or entities to whom this Policy applies as prescribed in Section 2 of this Policy. For greater certainty, GTAA is not a Covered Entity.
- (b) “Covered Person” means the Covered Entity’s employees, contractors, agents, personnel, workers, and other persons that work for or perform any activity or service of any kind, or otherwise is otherwise permitted by the Covered Entity to access Toronto Pearson, for or on behalf the Covered Entity, but does not include any person who intends to board an aircraft for a flight.
- (c) “COVID-19” is the disease caused by SARS-CoV-2.
- (d) “CPOH” means the Chief Public Health Officer appointed under subsection 6(1) of the *Public Health Agency of Canada Act*.
- (e) “Molecular Test” means a COVID-19 screening or diagnostic test carried out by an accredited laboratory, including a test performed using the method of polymerase chain reaction (PCR) or reverse transcription loop-mediated isothermal amplification (RT-LAMP).
- (f) “Policy” means this Toronto Pearson COVID-19 Non-Passenger Vaccination Policy, as amended from time to time.
- (g) “Self-Isolation Period” means the greater of (i) the period that is 14 days after a positive COVID-19 test result was received, or (ii) until the person who received the test is not exhibiting any of the following: (A) a fever; (B) a cough; and/or (C) breathing difficulties.
- (h) “Toronto Pearson” means the land and buildings within the geographical boundaries encompassing Toronto Lester B. Pearson International Airport, including restricted and non-restricted areas.
- (i) “Vaccinated” refers to a person who completed, at least 14 days prior, a COVID-19 vaccine dosage regimen if:
 - (i) in the case of a vaccine dosage regimen that uses a COVID-19 vaccine that is authorized for sale in Canada: (i) the vaccine has been administered to the person in accordance with its labelling, or (ii) the Minister of Health determines, on the recommendation of the CPOH, that the regimen is suitable, having regard to the scientific evidence related to the efficacy of that regimen in preventing the introduction or spread of COVID-19 or any other factor relevant to preventing the introduction or spread of COVID-19; or

- (ii) in all other cases: (i) the vaccines of the regimen is authorized for sale in Canada or in another jurisdiction, and (ii) the Minister of Health determines, on the recommendation of the CPOH, that the vaccines and the regimen are suitable, having regard to the scientific evidence related to the efficacy of that regimen and the vaccines in preventing the introduction or spread of COVID-19 or any other factor relevant to preventing the introduction or spread of COVID-19.

For greater certainty, a person is considered to be Vaccinated for the purposes of this Policy 14 days after receiving (i) the second dose of the Pfizer-BioNTech, Moderna or AstraZeneca COVID-19 vaccine regimen, or a combination thereof; or (ii) one dose of the Janssen/Johnson & Johnson COVID-19 vaccine regimen; provided that the foregoing is subject to change based on the recommendations of the CPHO.

4. Policy Requirements, Roles & Responsibilities

4.1 Mandatory Vaccination

All Covered Persons who are more than 12 years and 4 months of age, other than a person who intends to board an aircraft for a flight, must be fully vaccinated by October 30, 2021 before accessing Toronto Pearson.

4.2 Vaccination Policy Requirement

- (a) All Covered Entities must have in place a mandatory COVID-19 vaccination policy by October 30, 2021 (the “Mandatory Policy”), signed by an accountable executive, that:
 - (i) applies to all Covered Persons, regardless of whether or not they access the restricted area at Toronto Pearson;
 - (ii) requires all Covered Persons who are more than 12 years and four months of age to be Vaccinated by October 30, 2021, and in any event before accessing Toronto Pearson (the “Vaccination Requirement”);
 - (iii) provides for a procedure for granting exemptions to the Vaccination Requirement (an “Exemption”) for Covered Persons who (A) are not Vaccinated due to a certified medical condition or other bona fide reason protected under applicable human rights legislation or (B) has received their first dose of a COVID-19 vaccine dosage regimen by October 30, 2021;
 - (iv) for all Covered Persons who have been granted an exemption pursuant to the Covered Entity’s exemption procedure (an “Exempt Person”), provide for a procedure for:

- (A) issuing a document (Transport Canada exemption form) to the Exempt Person confirming that such person has been granted an Exemption;
 - (B) (1) ensuring that a person who has been granted an Exemption is tested for COVID-19, at least twice every week at the expense of the Covered Entity and, (2) receiving a Molecular Test in the event of a positive test under (1) of this paragraph; and
 - (C) prohibiting any Exempt Person who receives a positive test result under paragraph (iv)(B), above, from accessing Toronto Pearson until the end of the Self-Isolation Period and for ensuring that such person is exempt from the testing requirements set out in paragraph (iv)(B)(1), above, for a period of 180 days after the person received a positive result from a Molecular Test;
- (v) enables the Covered Entity to (A) verify compliance by Covered Persons with the Vaccination Requirement, unless they are determined to be an Exempt Person, and (B) verify that Exempt Persons are complying with the Testing Requirements, and, in each case, address issues of non-compliance with the Vaccination Requirement or Testing Requirement, as applicable.
- (vi) contains:
- (A) privacy and confidentiality provisions to protect the personal information, including health information, of Covered Persons in accordance with applicable privacy laws; and
 - (B) provisions describing the health and safety precautions applicable to Exempt Persons and procedure for verifying compliance with such precautions.

4.3 **Attestation and Verification Requirement**

All Covered Entities must attest upon the request of the GTAA that they have put in place the Mandatory Policy by completing the attestation form (see Related Policies/Procedures below). In addition, all Covered Entities must provide their Mandatory Policy to the GTAA immediately upon request which the GTAA may disclose to the Minister of Transport.

4.4 **Requirement to Notify GTAA - Pass Office Restricted Area Identity Card**

Upon request of the GTAA, all Covered Entities must promptly disclose to the GTAA once their Covered Persons are either Vaccinated or granted an Exemption in order to enable the GTAA to take the actions necessary to update their Restricted Area Identify Cards for

the purpose of implementing access controls to the restricted area at Toronto Pearson in accordance with the timelines required by Transport Canada. The GTAA will contact each Covered Entity regarding the specific requirements for this process.

Related Policies/Procedures

Policy/Procedure #	Policy/Procedure Title
1.0	Attestation Form for Covered Entities

Version History

Version	Date	Changes
1.0	October 30, 2021	New