



Title of Policy: Staff Vaccination Policy

Written by: Dylan Hagreen, HR Manager

Date: Aug 19, 2021

Purpose: WAD Holdings Ltd. and Penny Farthing Pub Co Ltd. dba. Victoria Pub Company is committed to the health and safety of our staff and guests and will take all reasonable steps to ensure person(s) at Bard & Banker, Irish Times or Penny Farthing/Vis-à-Vis, part of Victoria Pub Company, are safe from the spread of Covid-19.

Scope: All persons employed with Victoria Pub Company are expected to be fully vaccinated to the standards set by Public Health, at the earliest opportunity.

Procedure: Staff who have received a first dose of a vaccination are required to receive their second dose by the later of Friday, September 10, 2021 or within two weeks of the recommended waiting period to receive their second dose (currently 4 weeks). Those who have not received their first dose are expected to receive their first dose by no later than Friday, September 3, 2021 and their second dose by no later than Monday, October 18, 2021.

Exemptions: Victoria Pub Company will accommodate employees who are able to demonstrate a genuine need for an accommodation.

Requirement: Proof of vaccination may be required.

Consequences of Non-Compliance: Employees who do not comply with the requirement to be vaccinated and who have not been approved for an accommodation will be dismissed from their employment with the Victoria Pub Company for just cause.

Dylan Hagreen, HR Manager

Victoria Pub Company

w:250-721-3236 x21

dhagreen@vicpubco.ca