



Canadian Natural COVID-19 Plan NWT Project 22/23



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1. PURPOSE & SCOPE

The COVID-19 project plan and the Canadian Natural Communicable Disease Policy will be used to protect the health of workers during the proposed well abandonment and reclamation project scheduled for the winter 2022 / spring 2023 in the Fort Liard working area.

Project details and Workforce Considerations:

- Activities will be conducted on various mineral leases and road network within 100km radius of Fort Liard.
- Mobilization of remote camp (approximately 60 man), and material

2. WORKFORCE MONITORING

All workers scheduled to work on the project will:

1. Not report to work if they are COVID-19 symptomatic
2. Workers will report any symptoms to their supervisor
3. If symptomatic workers will use face masks and practice social distancing

Individuals must follow good personal hygiene practices as defined by an applicable public health authority or Canadian Natural, including but not limited to hand washing and use of approved hand sanitizers. Canadian Natural reserves the right to require additional personal hygiene measures as it deems necessary under the circumstances.

Supervisors will formally assess the health of all employees and contractors during the completion of the Canadian Natural Hazard Assessment.

- **Symptoms of COVID-19 include:** fever (greater than 38.0 C), cough, shortness of breath / difficulty breathing, sore throat, runny nose, stuffy nose, chills, painful swallowing, headache, muscle/joint ache, feeling unwell, fatigue, severe exhaustion, nausea, vomiting, diarrhea, unexplained loss of appetite, loss of sense of smell or taste, conjunctivitis (pink eye).
- Supervisors are to visually look at each employee and assess for visible signs of illness.
- If individuals are identified as having symptoms, they will be instructed to return to their room and the camp manager will be notified.



3. CAMP

Cleaning

Canadian Natural will review the cleaning protocol of the camp provider to ensure they have an adequate process in place to ensure the schedule and frequency meets the requirements of government regulations.

Housekeeping Cleaning Plan

Camp staff will:

- Disinfect high-touch areas such as toilets, sinks, bedside tables, keypads, and door handles, handrails.
- Clean and disinfect all guest rooms following the camp vendor procedure to ensure deep clean and sanitization.
- Clean and disinfect boot rooms, public washrooms, arctic hallways and other high traffic areas.

Culinary Cleaning and Service Plan

- Increased cleaning and disinfecting of cooler doors, dessert fridges, cereal dispensers, ice machine door, ice cream freezer during service periods
- Encourage social distancing where possible.

4. RESPONSE for COVID-19

Canadian Natural Supervisors will review the requirements of the Canadian Natural Communicable Disease Policy section 5.0 REQUIREMENTS / EXPECTATIONS specifically:

- 5.3 Personal Protective Equipment ("PPE")
- 5.5 Communicable Disease Case Management
- 5.9 Close Contact Management
- 5.10 Return to Work After Illness

5. APPENDICES

- Canadian Natural Communicable Disease Policy
- Managing Allergies



MANAGING ALLERGY SYMPTOMS

Symptoms of Allergies vs. COVID-19

We recognize that some workers may suffer from allergies and, it may be difficult to differentiate between allergy symptoms and COVID-19 symptoms. Allergy symptoms occur partly due to inflammation that is caused by your body reacting to things such as pollen, grass, weeds or mold.

There are strong indicators that suggest allergies over COVID-19 including your **medical history**, **duration of symptoms** and **itchiness**. If you have experienced springtime allergies in the past, then chances are you recognize your symptoms and know how to treat them. Common signs of allergies include:

- ✓ Runny nose, stuffy nose and sneezing
- ✓ Dry, tickly cough
- ✓ Itchy, watery or red eyes
- ✓ Congestion

The main warning signs of COVID-19, are fever, fatigue, dry cough and trouble breathing. Sometimes, it also causes cold-like symptoms like a runny nose.

What this means for you:

If you have **symptoms due to allergies, they must be well managed** to allow access to any operational areas and sites.


Anyone displaying any **symptoms including a cough or a runny nose will be denied access to all Canadian Natural sites.**

To reduce the effects of allergies, physicians recommend:

- ✓ Take medication on a consistent basis and prior to having symptoms for the best effect
- ✓ Keep windows closed
- ✓ Avoid outdoors as much as possible
- ✓ Change clothes after being outside
- ✓ Frequent showers may also help to remove allergens and calm the respiratory system

If you are feeling **unwell on site with symptoms (mild or severe), immediately report to the Onsite Medic.**

If you begin feeling **unwell while at home, please do not report to work.**

 Canadian Natural	COMMUNICABLE DISEASE POLICY
Document Number: CNQ-OVR-POL-SAF-000003	Document Owner: Safety
Revision Date: April 4, 2022	Revision Number: 0

**REVISION HISTORY
APPROVALS**

REVISION #	DATE	APPROVAL(S)
0	APRIL 4, 2022	SVP, SAFETY, RISK MANAGEMENT, INNOVATION DIRECTOR, HEALTH & SAFETY

CHANGES TO CURRENT REVISION

Section	Change

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1.0 PURPOSE

Canadian Natural Resources Limited and all of its subsidiaries (collectively, or each individually, referred to as – the “Company”) place a priority on the safety and well-being of its Employees, Contractors and communities where we operate. Accordingly, during periods of elevated risk as identified by the Company, or where advised or recommended by an applicable public health authority, the Company reserves the right to implement Communicable Disease prevention measures, practices and policies on Company Property to ensure a safe, healthy and productive work environment. While specific measures will depend on the particular Communicable Disease, areas affected and mode of transmission, and any applicable orders, guidance, recommendations and notices issued by an applicable public health authority, the intent of this policy is to:

- Outline the general standards and expectations that the Company will consider or implement to manage workplace risks arising from Communicable Disease in the workplace;
- Confirm the Company’s commitment to maintain a safe and healthy work place;
- Minimize risk associated with our operations; and
- Recognize the need to continuously evaluate and update the Company’s policies and practices to reflect changing risk levels and work practices.

2.0 DEFINITIONS / ACRONYMS

Communicable Disease – means an illness caused by an infectious agent or its toxic product that can be transmitted in a workplace from one person to another, whether of a respiratory, gastrointestinal or other nature. Examples are COVID-19, norovirus and seasonal influenza.

Company Property – includes but is not restricted to; all land, offices, on and off-shore facilities (including residential accommodations), work sites, project sites, mobile equipment, aircraft, watercraft, vehicles (owned, leased or otherwise directly controlled by the Company for the purpose of conducting business).

Contractor – means any person or entity, including Individuals on a Contractor’s payroll engaged in the provision of contracted services to the Company and those that have been contracted, subcontracted, or otherwise directly or indirectly engaged commercially to provide services to the Company on an invoice basis (not on the Company payroll).

Counterparty – means any other person or entity, including an Individual, that is not a Contractor or a Visitor but has a legal, or contractual right to access Company Property.

Employee – means a permanent, temporary, casual, student or fixed term employee on the Company payroll.

Face mask – means a reusable or disposable mask or shield worn on the face that is deemed acceptable for non-medical use in the prevention of communicable disease by an applicable governmental authority, an applicable public health authority, governing body or by the Company.

Fully Immunized – means having had the required number of doses of an approved vaccine as determined by the applicable public health authority having jurisdiction, plus any recommended waiting period for effectiveness.

Individual – means a person and includes, as the case may be, an employee, Contractor, PSA, visitor and worker.

Indoor areas – means the interior of a vehicle, office building/structure, or camp facility, but excludes camp rooms and individual offices when only one Individual is present. For example; common areas, outside camp rooms, hallways, and any shared washrooms.

Outdoor areas – means open air pathways between buildings and camp facilities, smoking areas, bus pick up/drop off areas and outdoor spans on offshore facilities.

Professional Services Agreement or PSA – includes all short form consulting agreements, master professional services agreements, master goods and services agreements for temporary staff or

contract operator services, and contract operating agreements with the Company for work performed in Canada and all contracts for staff engaged by CNR International through agencies or other service providers, either on a limited company or PAYE employee basis, in accordance with CNR International's Contingent Worker Policy & Procedures for work performed in the UK/International.

Public Space – means Indoor areas and Outdoor areas of Company Property which are freely accessible by Individuals, including camp and office common areas, hallways, shared bathrooms, and pathways, and includes the interior of any vehicle (land, sea and air, whether personal, Company or commercially operated) used to travel to, from or within Company Property with other Individuals.

Supervisor – means an Individual accountable for a particular facility, department or area, including managers, leads and others in supervisory position who is directly accountable for the supervision and performance of other Individuals.

Vehicle – means a Company owned, leased or hired vehicle with more than one occupant, any personal motor vehicle travelling to and from Company Property with more than one occupant.

Visitor – any person entering upon Company Property not under contract or otherwise for rendered services.

3.0 SCOPE and APPLICATION

This policy sets out core standards in the Company for the prevention and reduction of workplace transmission of Communicable Disease. Company Property may have site-specific Communicable Disease policies/protocols, and procedural differences. The Company reserves the right to enforce, change or amend the requirements within this document at any time and will use reasonable efforts to notify affected Individuals of changes.

This policy applies to all Individuals while they are:

- a. Engaged in Company business at any Company Property.
- b. Working on Company Property, including in Public Spaces, Indoor areas and Outdoor areas.
- c. Operating Company Vehicles and equipment with more than one occupant.
- d. Operating or riding in a personal Vehicle with more than one occupant for the purpose of travelling on Company business to or from Company Property.

4.0 ROLES and RESPONSIBILITIES

4.1 Employees

All Employees are expected to perform their job in a safe manner consistent with established Company practices. In addition, it is expected that Employees will:

- a. Read and understand this policy and any site-specific Communicable Disease policies/protocols and procedures and their responsibilities within them.
- b. Adhere to all requirements that have been set out in this document and in any Management Communication providing clarification or direction pursuant to this policy.
- c. Seek advice (from the Company, or an applicable public health authority) and follow recommended treatment, isolation or quarantine and, where applicable, infection control procedures to reduce the spread of Communicable Disease in the workplace.
- d. Intervene as appropriate to encourage a co-worker(s) to follow the requirements in this policy and additional site-specific Communicable Disease policies/protocols and procedures.
- e. Advise their Supervisor, if an Individual is on Company Property and in violation of this policy or additional site-specific Communicable Disease policies/protocols and procedures.
- f. Co-operate with an investigation into a possible violation of this policy.

4.2 Supervisors (including Contractors in a Supervisory Position)

In addition to the above, Supervisors are also responsible for:

- a. Consistent application of this policy and any site-specific Communicable Disease policies/protocols and procedures.
- b. Ongoing performance management to ensure safe operations and the effectiveness of this policy and any site-specific Communicable Disease policies/protocols and procedures.
- c. Take appropriate steps to investigate any violation of the standards set out in this policy and any site-specific Communicable Disease policies/protocols and procedures.
- d. Notifying the designated Company representative of any Individual known to be exhibiting symptoms of the Communicable Disease while on Company Property (in accordance with Company instructions, an applicable public health authority / an applicable governmental authority guidelines).
- e. Monitoring and ensuring compliance with this policy and any site-specific Communicable Disease policies/protocols and procedures.

4.3 Contractor / Counterparty Compliance Requirements

- a. All Contractors and Counterparties, including Contractors under Professional Services Agreements, may, upon written notice, be required to demonstrate they are Fully Immunized in respect of any Communicable Disease for which a health warning, alert or order has been issued by the Company, an applicable governmental authority or an applicable public health authority, prior to accessing Company Property. The only exemptions will be for Individuals who cannot be immunized based on verified Human Rights grounds, provided that the risk arising from such exemption is deemed acceptable by the Company. Acceptable forms of proof of immunization are set forth in Section 5.4.
- b. Any costs associated with mobilizing or demobilizing Individuals to or from a Company Property that are not Fully Immunized or otherwise in compliance with this policy are for Contractor's sole cost and expense.
- c. All Contractors and Counterparties accessing Company provided flights or transportation must comply with the Communicable Disease management requirements of an applicable governmental authority having jurisdiction, at Contractor's and Counterparties' sole cost and expense.

5.0 REQUIREMENTS / EXPECTATIONS

Upon notice, the Company may, implement reasonable and prudent safety measures, practices and policies aimed at preventing the transmission of Communicable Diseases at Company Property, in response to a health warning, alert or order issued by an applicable governmental authority or an applicable public health authority, or otherwise for the purposes of workplace safety, for all Individuals accessing any or all Company Property. Reasonable and prudent safety measures may include, without limitation, one or more of the following:

5.1 Access Restrictions

Access to Company Property may be restricted for Individuals with Communicable Disease symptoms during any period where such Communicable Disease is the subject of a health warning, alert or order issued by the Company, or an applicable governmental authority, or an applicable public health authority.

5.2 Pre-Access Testing or Screening at Company Property

Pre-access testing or screening for Communicable Diseases may be required to meet site-specific Communicable Disease policies/protocols and procedures. All Individuals are required to know and adhere to the requirements applicable to their site-specific Communicable Disease policies/protocols and procedures.

5.3 Personal Protective Equipment (“PPE”)

The Company may implement additional PPE requirements for Individuals, including, without limitation, Face masks, face shields, eye protection gloves and other protective garments, in work spaces as designated by the Company:

- a. PPE must be worn as per the Company’s instructions or otherwise as required by any site-specific policies/protocols and procedures.
- b. Face shields may be permitted as an alternative to or in addition to a Face mask as determined through the hazard assessment process.
- c. Individuals with underlying medical conditions or disabilities inhibiting their ability to wear a Face mask or other required PPE may be exempt from requirements as determined through the hazard assessment process. Individuals should work directly with their Supervisor to determine a suitable alternate arrangement. Please Note: Medical documentation will be required for an exemption.

5.4 Proof of Immunization

Upon notice, Employees, and Individuals working under Professional Service Agreements (including those supplied by Contracting Firms) at any Company Property may be required to be Fully Immunized against a designated Communicable Disease. Exemptions on verified Human Rights grounds may be considered provided that the risk arising from such exemption is deemed reasonable by the Company. Individuals must provide proof of immunization. Acceptable sources of proof of immunization records shall be in the sole discretion of the Company but may include a clear photo or pdf copy from one of the following sources:

- a. Pharmacist;
- b. Applicable Health Services vaccination clinic;
- c. Health record (e.g. Alberta MyHealth or National Health Service records); or
- d. Physician’s letter.

5.5 Communicable Disease Case Management

Individuals exhibiting Communicable Disease symptoms may be required to undergo testing for such Communicable Disease and to isolate in place as per site-specific Communicable Disease policies/protocols and procedures from the start of symptoms or a positive test result until resolution or otherwise as required by an applicable public health authority. The Company may make rules as to whether Individuals are permitted to continue working while in isolation.

In all instances of Communicable Disease symptoms, the Individual is responsible for contacting an applicable public health authority for guidance and a designated Canadian Natural medical professional or other designated company representatives (such as contact tracing, or Human Resources) as may be designated from time to time by the Company.

5.6 Personal Hygiene

Individuals must follow good personal hygiene practices as defined by an applicable public health authority or the Company, including but not limited to hand washing and use of approved hand sanitizers. The Company reserves the right to require additional personal hygiene measures as it deems necessary under the circumstances.

5.7 Social Situations

In the case of any Company sponsored social event, all Company safety protocols are to be followed for the safety and well-being of the Individuals present and the community. Where applicable, the Company may restrict or suspend Company sponsored social events and gatherings of any size during any period during which a health alert or order issued by an applicable governmental authority or an applicable public health authority or otherwise where reasonable under the circumstances.

5.8 Designated Areas for eating and drinking

The Company may restrict eating and drinking to specified areas within Company Property, and may impose additional rules for such activities, including for example “maintain minimum spacing distances (e.g. minimum of 2 meters) from other people; briefly drop face mask to eat/drink and immediately reapply face mask to cover nose/mouth”. This includes all Public Spaces as defined herein.

5.9 Close Contact Management

Individuals entering Company Property may be required to participate in close contact tracing procedures and protocols implemented by the Company where required by government or public health order, or otherwise where deemed necessary by the Company to minimize the spread of Communicable Diseases deemed to pose an elevated safety risk to Individuals.

5.10 Return to Work After Illness

The Company may require Individuals who experience symptoms of a Communicable Disease requiring isolation, must:

- a. Follow the instructions provided by an applicable public health authority or an appropriate medical professional;
- b. Be asymptomatic for 24 hours or the applicable time period recommended by an applicable public health authority, if longer;
- c. Comply with site-specific Communicable Disease policies/protocols and procedures relating to isolation, work while isolating; and
- d. Contact your Supervisor prior returning to Company Property.

5.11 Visitors

The Company may, upon notice, require all Visitors attending Company Property to be Fully Immunized and to show evidence at entry. No proof of immunization records will be retained by the Company. Visitors not Fully Immunized may not be permitted on Company Property and/or be required to follow site-specific Communicable Disease policies/protocols and procedures.

5.12 Collection, Use and Disclosure of Information

In accordance with Applicable Law, the Company may collect, use and disclose personal information of Individuals for the purposes of close contact management and may collect, use and disclose non-identifying personal demographic or statistical information relating to Communicable Disease arising or connected with Individuals accessing Company Property for reasonable purposes, including but not limited to

- a. Reporting to local health authorities as required;
- b. Improving understanding of the level and types of risks of identified Communicable Diseases in Company work environments;
- c. Identifying, monitoring and containing Communicable Disease in Company work environments; and
- d. Developing and updating workplace strategies, policies, procedures, signage and training materials aimed at Infectious Disease prevention and management in Company work environments.

6.0 CONSEQUENCES OF A POLICY VIOLATION

Violation of this policy will not be tolerated. Depending on the severity of the infraction, disciplinary action, up to and including summary termination, may be taken.

Disciplinary action may include one or more of the following:

- A verbal reprimand
- A written reprimand
- Suspension
- Termination of Employment

In all situations, an investigation will be conducted to verify that a policy violation has occurred.

For Contractors and Counterparties, depending on the severity of the infraction, applicable personnel may be subject to immediate removal and site ban from Company Property, at Contractor's sole cost and expense. In addition, Contractor may be subject to remedial action under the applicable terms of their agreement up to and including termination.

7.0 REFERENCES

- [Company Corrective Action and Disciplinary Process Policy](#)
- [Company Rewards and Accountability Matrix](#)
- [Company Code of Integrity, Business Ethics and Conduct](#)
- [Health & Safety Policy Variance Standard](#)