



To: Everyone at the Sunbeam Community
From: Brian Swainson, Chief Executive Officer
Date: June 10, 2024
Subject: **COVID-19 Vaccination Policy**

As you are aware, Sunbeam's COVID-19 Vaccination Policy was developed as part of our broader COVID-19 prevention and control strategy aimed at protecting our clients, families, staff, volunteers, external service providers and others across the Sunbeam Community.

The policy required all Sunbeam staff, volunteers and external service providers to be fully vaccinated against COVID-19. Our policy was developed in line with the available scientific evidence and guidance from public health authorities and with consideration for the vulnerable client population served.

In response to evolving evidence regarding COVID-19 and a review of vaccination policies across other jurisdictions, Sunbeam has made the decision to end the policy that requires existing and prospective staff, volunteers and external service providers to be vaccinated against COVID-19 effective June 17, 2024.

Sunbeam remains committed to the safety of clients, families, staff, volunteers, external service providers and others across the Sunbeam Community. We believe that vaccinations, including the COVID-19 vaccine, remain highly effective for the prevention of severe disease, hospitalization and death. We continue to strongly encourage the COVID-19 vaccine, including all applicable boosters, and vaccination guidelines. We will continue to actively monitor and adapt organizational policies and practices as necessary to ensure the well-being of clients, families, staff, volunteers, external contractors, others across the Sunbeam Community as well as the community at large.

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