



November 23, 2021

SENT BY EMAIL Regina.Goman@cnrl.com

Regina Goman - !

Your emailed request (the “**Exemption Request**”) for a religious exemption from vaccination requirements under the COVID-19 Policy (the “**Policy**”) issued by Canadian Natural Resources Limited (“**Canadian Natural**”) has been reviewed.

Our review indicates that the information included with your Exemption Request did not provide grounds for an exemption under the Policy. In particular, the Exemption Request did not include information establishing that your decision not to be vaccinated for COVID-19 is based on a sincerely held belief connected to a tenet of your faith. Accordingly, Canadian Natural is denying your Exemption Request.

According to the Alberta Human Rights Commission (“**AHRC**”), complaints or requests based on the ground of religious belief must be supported by a sincerely held belief that is connected to that person’s faith. It is the responsibility of the claimant to provide sufficient evidence of such belief.

In reviewing exemption requests based on religion, Canadian Natural noted many which incorporated or relied heavily on form letters, declarations and manifestos made widely available on internet sites either for a fee or upon submitting basic personal information to an automated system. These documents do not evidence sincerely held belief or membership in the noted faith group or congregation as they can be obtained by anyone with little or no effort. Accordingly, these were rejected, along with letters and submissions which copied and pasted excerpts from form letters, or where standard form letters were merely printed and signed by the applicant.

Canadian Natural also rejected requests which appeared to be based upon purely personal beliefs or theories, personal preferences against vaccinations generally, concerns about COVID-19 vaccines and mandatory vaccination policies based on mistrust of government authority, speculative or previously debunked medical or scientific theories, and civil liberties concerns. These are personal opinions and beliefs which do not fall within the protected ground of religion.

Canadian Natural remains committed to implementing all reasonable precautions, including mandatory vaccination policies, to protect personnel from known risks of workplace transmission and potentially serious illness. The AHRC has stated:

People may feel that COVID-19 restrictions violate their rights to bodily integrity, personal agency, and privacy. However, the balancing of health and safety pressures during a pandemic overrides certain rights, for a time, in the interest of protecting the general public from COVID-19.⁵¹

COVID-19 vaccines are approved by Health Canada and have been declared by federal, provincial and local public health authorities to be a safe, effective and essential tool for combatting the spread and impact of COVID-19 in workplaces and our communities.

Canadian Natural does not agree that individual choices based on non-protected personal beliefs should be permitted to override the rights of others to earn their livelihood in a workplace in which all reasonable steps have been taken for their protection. We therefore sincerely hope that you will reconsider your position and comply with the Policy, which will be strictly enforced with respect to your employment. Please note that requests for extensions of time for vaccination will be determined once your first dose vaccine records have been submitted to immunization@cnrl.com

Sincerely,

Human Resources

⁵¹ <https://albertahumanrights.ab.ca/covid/Pages/vaccines.aspx>