

# COVID-19 Vaccination and Safety Controls Policy

## Boeing Australia Suppliers

*Note – This policy is an “abridged” version of the full Boeing Australia Policy and has been tailored to address our supplier requirements.*

### 1. Purpose

The purpose of this Policy is to set out the COVID-19 vaccination requirements and work, health and safety controls for each of the Boeing Australia entities. This Policy is being implemented to ensure, to the extent reasonably practicable, the health and safety of all Boeing Australia workers and all other individuals affected by its operations, including to reduce the risk of:

- (a) transmission of COVID-19 in the workplace;
- (b) a worker falling seriously ill or dying as a result of contracting COVID-19; and
- (c) a worker transmitting the disease in the community.

The safety, health and well-being of our workers is always Boeing Australia’s top priority. Based upon the guidance of Australian and international health authorities, Boeing Australia acknowledges that vaccination is the best way to reduce serious illness and death from COVID-19 and the key measure individuals should take to protect themselves against COVID-19.

This Policy contains measures which are tailored to the operational requirements and risks of the Boeing Australia Entities and outlines the most effective safety controls Boeing Australia believes should be taken in response to the COVID-19 pandemic. These are based upon risk assessments, customer and operational requirements, business continuity, considered consultation and engagement with our workforce and key stakeholders, and regulations applicable to our operations.

Boeing Australia has a large, varied and geographically diverse workforce. Many Boeing Australia employees are required to regularly travel, including to countries where COVID-19 transmission and public health responses are not as advanced as those in Australia. The Boeing Australia Entities service multiple customers at locations across the world, and in certain cases employees are co-located with and perform their daily duties alongside employees of our customers and at other third party locations. Many of our employees have continued to support our customers (including the Australian Defence Force) throughout the pandemic and are deemed “essential personnel” even throughout times of significant COVID transmission in the communities in which they operate. The requirements in this Policy provide the most effective protection for the Boeing Australia workforce, their families and our communities and ensure that the Boeing Australia entities and their leaders and employees comply with their workplace health and safety obligations. Boeing Australia may, at any time, implement further additional safety controls necessary to protect its workforces and comply with public health directions and/or the expectations of stakeholders including but not limited to our customers and parent company.

## 2. Application

This policy applies to work performed at all **Boeing Australia Entities**:

1. Boeing Aerostructures Australia Pty Ltd (BAA)
2. Boeing Australia Holdings Proprietary Limited (BAH)
3. Boeing Defence Australia Limited (BDA)
4. Boeing Distribution Australia Pty Ltd (BDAPL)
5. Boeing Distribution Services Pty Ltd (BDSI)
6. Insitu Pacific Limited (IPL)
7. Jeppesen Australia Pty Limited (Jeppesen)

## 3. Definitions

**Approved COVID-19 Vaccine** is a vaccine which has been approved by the Australian Therapeutic Goods Administration for use in Australia.

**Approved COVID-19 Vaccination Evidence** means a record of two doses of COVID-19 vaccination with an Approved COVID-19 Vaccine recorded in:

- Australian Government Immunisation History Statement; or
- COVID-19 digital certificate.

If an individual received their COVID-19 vaccine outside Australia, cannot provide an Immunisation History Statement and their vaccinations cannot be added to the Australian Immunisation Register, they must provide proof of vaccination from the relevant public health authority in the country in which they received their vaccination.

**Boeing Australia Site** means a workplace that is under the control of a Boeing Australia Entity and includes Boeing owned and leased premises, but does NOT include sites owned and operated by the Australian Department of Defence or other third party premises where Boeing Australia employees operate.

**Contractor** means any individual contracted by a Boeing Australia entity to perform services.

**COVID-19** is an infection and/or disease caused by the SARS-CoV-2 virus.

**Medical Contraindication** is a condition that precludes a person from receiving an Approved COVID-19 Vaccine in Australia in accordance with applicable government regulations in the relevant State or Territory. Any Medical Contraindication must be approved by a medical professional as identified by the applicable State and Territory guidance.

**Medical Exemption** means an exemption that is granted to an individual from receiving any of the Approved COVID-19 Vaccines because of an approved Medical Contraindication to all of the Approved COVID-19 Vaccines.

**Nominated Supplier Employee** means the employee of a supplier that is required to attend a Boeing Australia Site to perform work.

#### 4. Requirements for Nominated Supplier Employees

The following provisions apply subject to any contrary provision in a public health direction or by reason of a customer requirement applicable to a Boeing Australia Site.

##### 4.1 Requirements for Victorian Nominated Supplier Employees

When required to attend the site to perform work between Friday 15 October 2021 and Friday 26 November 2021, be required to either:

- have received one dose and provide evidence to the Boeing Australia Entity of first dose COVID-19 vaccination two days before the date the individual attends site or, at the latest, on the day the individual attends site, or
- provide evidence to the individual's manager or onsite activity contact that individual has booked a COVID-19 vaccination that will take place before 22 October 2021, in which case individual may still perform work on site between 15-22 October 2021. Once individual has that first dose, provide that evidence to Manager.

When individual returns to perform work on site on or after Friday 26 November 2021, individual is required to have received their second dose and provided Approved COVID-19 Vaccination Evidence to their on-site activity contact two days before the individual returns to site or, at the latest, on the day the individual attends site.

##### 4.2 Requirements for Nominated Supplier Employees Outside of Victoria

Each Nominated Supplier Employee (outside of Victoria) for BAH, BDA, BDAPL, BDSI, IPL or Jeppesen that has a requirement to undertake work on one of their Boeing Australia Sites, must on and from 3 December 2021 and prior to being granted entry, present to their nominated Onsite Activity Representative:

- (a) Approved COVID-19 Vaccination Evidence; or
- (b) Evidence of a negative COVID-19 PCR test taken in the 72 hours prior to the individual's attendance at the Boeing Australia Site. Rapid Antigen testing, once approved for use in the community by the applicable State and Territory governments, may also be an acceptable form of test result.

#### 5. Approved COVID-19 Vaccine Medical Exemptions

Boeing Australia recognises that a very small number of Contractors and Nominated Supplier

Employees may be unable to get vaccinated due to a Medical Contraindication.

If a Contractor or Nominated Supplier Employee presents the On Site Activity Representative at the relevant Boeing Australia Entity to whom it provides services with medical certification for a Medical Exemption, Boeing HR Services will review and confirm the Medical Exemption.

Boeing may seek clinical advice with respect to the evidence provided by an individual in order to appropriately discharge its responsibilities to comply with applicable work, health and safety legislation and ensure it is complying with government health orders and directions and other applicable law.

If a Medical Exemption is approved, the Nominated Supplier Employee or Contractor may have to comply with Alternative Safety Controls as directed.

## **6. Vaccination Support**

Contractors and Nominated Suppliers will be responsible for making arrangements to ensure they or their employees can attend their vaccination appointments where required.

In the event Australian Government Health Authorities approve booster vaccinations, individuals covered by this Policy may be required and may reasonably be directed in accordance with this Policy to receive a booster vaccination in the future. Any requirement for an individual to receive a booster will be communicated if and when booster vaccinations are approved or required.

## **7. Policy amendments**

Boeing Australia reserves the right to change or replace any term of this Policy or withdraw it, if required to:

- (a) discharge its responsibilities under applicable work health and safety legislation to ensure, to the extent reasonably practicable, the health and safety of its workers, individuals affected by its operations, visitors and members of the public;
- (b) comply with public health orders or other laws and regulations;
- (c) reflect government medical guidance and practice;
- (d) align operational requirements with industry best practice; or
- (e) because the workforce vaccination levels have reached an acceptable rate consistent with Boeing Australia expectations of what constitutes a safe workplace.