

Fitness for Work Practice

Fitness for work requires that employees be in a condition to carry out their day-to-day job duties safely and effectively without putting at risk their own health and safety or the health and safety of other staff members, customers, the public, or the environment. Ovintiv considers employees unfit for work if injury, illness, physical or psychological health issues, fatigue, or the use of alcohol or drugs results in, or could result in, a reduced ability to perform work safely or effectively.

This practice applies to all employees when they are engaged in Company business, working on or off Company premises, and when driving Company vehicles. Ovintiv's contractors are expected to develop, enforce, and comply with fitness for work practices that are consistent with this practice and its associated requirements.

Roles and Responsibilities

Employees:

- Be fit for work and remain so:
 - throughout the workday or shift
 - when on scheduled call
 - whenever representing Ovintiv on or off Company sites
- Seek assistance from a medical professional, the Employee and Family Assistance Program, or your Health & Disability Advisor and/or HR Advisor if concerned for any reason about your ability to perform your job (if health issues are interfering, if uncertain about the impact of prescribed medications, etc.)
- Successfully complete a Pre-assignment Assessment on initial employment or change of assignment to safety-sensitive positions
- Participate when required in:
 - Job Fit Assessments
 - Medical Surveillance Programs
 - Cross-Border Health Assessments
 - Fitness for work Assessments
 - Return-to-work Assessments
 - Offshore Assessments
 - Other job-specific medical assessments
- Follow through with recommendations arising from assessments

Supervisors:

- Understand and apply this Fitness for Work Practice
- Manage employee performance issues in a timely manner using resources available through Human Resources, Health & Disability Services, and the Employee and Family Assistance Program
- Consult with an HR Advisor and/or Health & Disability Services when considering a referral for a Fitness for Work Assessment
- Reasonably accommodate changes in responsibilities or workplaces in coordination with Human

Resources and/or Health & Disability Services

Occupational Health & Industrial Hygiene:

- Assist in developing standards for Job Fit Assessments and Medical Surveillance Programs that ensure regulatory compliance and consistency with industry practices
- Designate medical service providers to conduct Job Fit Assessments and Medical Surveillance Programs
- Receive and retain Job Fit Assessments and Medical Surveillance Programs assessment reports
- If required, based on the Job Fit Assessment findings, advise Supervisors of limitations and/or accommodations
- Maintain confidentiality of personal information in accordance with privacy legislation and professional standards by complying with Ovintiv's Privacy Policy and appropriate state/provincial privacy legislation

Health & Disability Services:

- Develop standards for medical assessments that ensure regulatory compliance and consistency with industry practices
- Designate certified medical service providers to conduct assessments
- Receive, interpret, and retain assessment reports
- Advise Supervisors and HR Advisors of an employee's fitness-for-work status and accommodations if required
- Refer employees to additional resources when appropriate (Employee and Family Assistance Program)
- Maintain confidentiality of personal information in accordance with privacy legislation and professional standards by complying with Ovintiv's Privacy Policy and appropriate state/provincial privacy legislation

HR Advisors:

- Assist Supervisors in determining when assessments are required
- Include a requirement for a Pre-assignment Assessment in offers of employment and include Job Analysis / Medical Assessment forms for safety-sensitive positions
- Assist Supervisors when accommodation is required and if reasonable to provide