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April 1, 2020

IMPORTANT NOTICE TO ALL STELCO EMPLOYEES

RE: POSITIVE TEST FOR COVID-19

Especially during these uncertain times of the COVID-19 pandemic, the health and safety of our employees and their families is our priority.

For several weeks we have been following advice from public health agencies, and as a result, have been implementing significant measures to maintain the health and safety of all Stelco employees during this unprecedented time.

Despite all the precautions taken, we have been made aware that one of our employees has tested positive for the COVID-19 virus.

We were notified by an employee from the Pickle Lines at Lake Erie Works on March 30, 2020, that they had come in close contact with an individual who has since tested positive for the COVID-19 virus. The employee was advised to immediately self-isolate and contact public health for additional guidance and to pursue testing for COVID-19. Earlier today the Company was notified that the employee had indeed tested positive for COVID-19.

We understand that this is an unsettling period for us all, but I want to assure all employees that all available measures are being taken to prevent the spread of COVID-19, and that we have prepared extensively for this situation.

We have acted swiftly to limit the further spread of the virus. As soon as it was made aware of a positive case of COVID-19, Stelco:

- Immediately contacted and notified all employees who were identified as being in close contact with the employee, and asked them to leave the workplace and to enter self-isolation;
- Took immediate steps to thoroughly clean and disinfect the workspace of the affected employee; and
- Closed the pickle line to employees while external emergency cleaning services cleanse and sanitize the facility.

Working collectively and collaboratively, Stelco will do our part to get through this crisis, protecting the health and safety of our employees, our customers and our communities.

Below are some of the measures we have taken to date in an effort to protect the health and safety of our employees and the community at large:

- Restricted access to our facilities;
- Implemented strict screening measures for those returning from time away from work;



- Increased our capacity to clean all work areas through enhanced contractor services and improved management of procurement of cleaning supplies;
- Made available additional equipment such as portable handwash stations; and
- Implemented extended relief policies and modified shift rotations to improve social distancing.

All of this has been done in addition to following the advice from public health and modifying our procedures and policies to reflect the direction provided by experts.

We will continue to improve our practices and respond immediately to the advice of experts to ensure the health and safety of our employees during this challenging time. We also continue to communicate with our union leadership on a daily basis to assess developments in real-time and to inform necessary improvements to our COVID-19 response and to maintain the safety of our workforce.

In this regard, we continue to evaluate the screening process for all employees and visitors as they enter our facilities and will be instituting additional improvements in the coming days. More details will follow with respect to these measures.

On behalf of the entire Stelco family, I wish to extend my best wishes for a speedy recovery to our colleague. I ask that you all remain vigilant, both at work and at home, to help protect the health and safety of your coworkers, your families and the community at large.

As always, should you have any questions or concerns regarding our COVID-19 response, please contact Human Resources or consult the resources on [Stelco's COVID-19 Resource page](#) that can be found on the stelCORE Sharepoint site.

If you are experiencing any symptoms that could be consistent with COVID-19 or have been in contact with anyone who has tested positive for the virus, please immediately contact public health and notify Human Resources. This is a vital measure to prevent the spread of the virus and to protect our collective health and safety.

Please continue to work safely and take every possible step to protect the physical and mental health of yourself, your co-workers and your families.

A handwritten signature in blue ink, appearing to read "S. Sanyal", is written over a horizontal line.

S. Sanyal
Chief Operating Officer

If you have questions regarding Stelco's COVID-19 response or plan to return to work following any period of time away, please contact Human Resources.

HR Info Line: 905-528-2511 x 3364 or email: HR@stelco.com