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April 8, 2020

Memo to All Stelco Employees

Re: Our COVID-19 Response

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

I recognize it has been several days since my last update. I want to thank everyone for your continued efforts to ensure that our business continues to operate, as well as your steadfast commitment to protecting our collective health and safety. The COVID-19 pandemic is a scenario that no one in our business could have predicted, but it is one that we have responded to with exceptional professionalism. The timely efforts of all our employees to modify their work practices on top of the changes they are facing outside of work – in your homes and in the community – are unprecedented and have not gone unnoticed. Please continue your exceptional efforts over the coming days and weeks. It is with continued collaboration and cooperation that we will ensure Stelco emerges from this crisis as a strong and vibrant company.

As we approach the holiday weekend, many of you will have scheduled time away from work to spend with your families and loved ones. Please take this opportunity to rest and continue to follow the advice of public health agencies. Practice social distancing while in public spaces, wash your hands frequently, and avoid any unnecessary travel. Staying home during our time away from work is best thing we can all do to help prevent the spread of COVID-19, and to protect the health of our families, friends and coworkers.

I would also remind each of you that if you are exhibiting any symptoms of COVID-19, you should not come to work. I have again attached a copy of the poster you can now find at each of our gates for your reference and to further express how important it is for you to stay home if you are experiencing any symptoms. Please contact Human Resources and ask for guidance if you are unsure about what to do and they will provide you with guidance.



I will continue to provide these updates as needed and to provide information regarding changes in our COVID-19 response as circumstances warrant. As always, you can contact HR with any questions or consult the [COVID-19 Resource page](#) on stelCORE Sharepoint site.

Once again, please enjoy your time with family this weekend and stay safe.

A handwritten signature in blue ink, appearing to read "S. Sanyal", with a long horizontal flourish extending to the right.

S. Sanyal
Chief Operating Officer

COVID-19



DO NO ENTER if you answer **YES** to any of the following unless approved by a Medical Professional:

- You have tested positive or being tested for COVID-19
- You have flu-like symptoms currently or in the past 14 days
- You have travelled outside of Canada in the past 14 days
- You have been advised by Public Health or a Medical Professional to self-isolate
- You have been in close contact with anyone confirmed positive for Covid-19, or who is sick with new respiratory symptoms

Close contact is defined as being within 2m/6ft of someone for a prolonged period of over 15 to 20 minutes

WHEN WORKING in the facility ensure to follow the practices below:



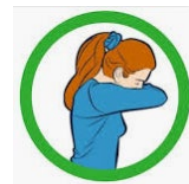
CLEANING AND DISINFECT YOUR WORK AREA



WASH HANDS FREQUENTLY



PHYSICAL DISTANCE



COUGH OR SNEEZE INTO YOUR ELBOW