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March 20, 2020

## **Memo to All Stelco Employees**

Re: Our COVID-19 Response – Daily Update

As noted in my communication from yesterday, in an effort to keep employees informed of our ongoing efforts to protect the health and safety of all employees, I will be providing daily updates outlining any modifications or enhancements to our policies and procedures related to the COVID-19 pandemic.

It is important for us all to acknowledge that this situation is extremely fluid, and issues continue to evolve hour-by-hour, day-by-day. We continue to monitor the guidance, recommendations and directives from both government and public health agencies and we are working to adapt our policies in real-time to respond to the ever-changing environment.

We are continuing to impose strict restrictions on entry to our facilities. Yesterday we noted our intention to implement the use of temperature sensors at our gates as an additional precaution for all employees. We are continuing to discuss this initiative with our Joint Health and Safety Committees and will provide further updates regarding this measure as they develop.

We are also following the most recent directives from public health authorities and requiring all employees returning from travel outside of Canada to self-isolate for 14-days before being screened and returning to work. For those employees that returned from travel outside of Canada prior to this policy being in place, we are evaluating the situation on a case-by-case basis using the best available advice from public health officials and our own medical staff.

Earlier today it was announced that the government's measures to restrict travel between Canada and the United States will take effect at midnight tonight. We are continuing to work to ensure trade between the two countries remains sufficiently fluid to support the continuity of our business. In support of this, we are also actively communicating with our suppliers and contractors to ensure they are aware of the restrictions we placed on access to our facilities.

There have been some questions raised with respect to employee travel outside of Canada. Effective March 18, 2020, no Stelco employee is permitted to travel outside of Canada without the explicit approval of Human Resources in accordance with travel restrictions put in place by public health agencies and the federal government. Employees choosing to disregard this directive risk disciplinary action and may not be covered by company or personal travel insurance in the event of any resulting illness.



In an effort to provide our employees with access to timely and up to date information, we have created a portal on the StelCORE SharePoint site where we will continue to share updates and information, including frequently asked questions and answers, as well as links to public health resources.

This information can be found here: [Stelco COVID-19 Company Database](https://bit.ly/2UjK9P2) (https://bit.ly/2UjK9P2)

Thank you all for you continued commitment to our collective health and safety and your hard work during these challenging times.

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

S. Sanyal  
Chief Operating Officer