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March 30, 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.

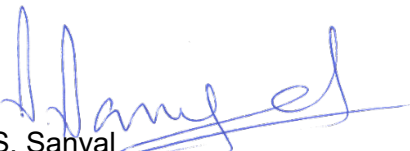
HR Info Line: 905-528-2511 x 3364 or email: HR@stelco.com

In response to the changing environment around the COVID-19 pandemic, we have updated our screening process for all contractors, suppliers, and visitors to our facilities. A more detailed screening protocol has been developed, including a more detailed questionnaire, based on the screening criteria provided by public health authorities. All visitors to the facility will be required to complete the screening protocol prior to requesting a plant access pass. Anyone failing to meet the screening criteria will be denied access to our facility with no exceptions. A copy of the protocol has been posted on the [Stelco COVID-19 Resource page \(https://bit.ly/2UgDLJH\)](https://bit.ly/2UgDLJH), and provided directly to our contractors so they may advise their respective employees of our protocol.

I would also like to remind all employees of their responsibility to be proactive and disclose any potential risk of COVID-19 exposure in advance of entering the workplace. If you have reason to believe you have been exposed to the COVID-19 virus, or been in contact with someone known to be infected with the virus, you must contact Human Resources or be screened by Emergency Services and Security prior to entering the plant or any Stelco facility. This screening process is vital to protecting the collective health of all employees and I would ask that you take this responsibility seriously.

As always, if you have any concerns or questions regarding our COVID-19 response, please contact Human Resources.

Please continue to work safely.



S. Sanyal
Chief Operating Officer