



March 23, 2020

In light of the ongoing outbreaks of novel coronavirus (COVID-19), I felt it was critical to personally update you on how we are responding to what has been coming our way.

Firstly, let me reiterate - there is no higher priority than the health and well-being of our employees! This includes your families and local communities as well. We are monitoring external advice and health officials on an hourly basis, to ensure we can keep on top of what is known at this time. If you are not feeling well, please speak to your manager or HR team. **To date, there are no reported cases at Wesdome of COVID-19.**

Secondly, over the past couple weeks, we have assigned a COVID-19 Response Team, whose members are dedicated to addressing this virus and what needs to be done internally. As a reminder, you can reach out to this group at any time:

- Marc-Andre Pelletier – Chief Operating Officer
- Stacy Kimmett – Vice President, Human Resources
- Marc Leckman – Director, Information Technology
- Dora Vahaviolos – HR Coordinator (Corporate)
- Jean Guy Leclair – General Mine Manager (Eagle)
- Marchelle Aucamp – Manager, Human Resources (Eagle River)
- Sean McCormack – Project Director (Kiena)
- Isabelle Brochu – Directrice, Administration & RH (Kiena)

In addition, we have started to change the way we operate, in order to get ahead of the spread of this virus. The following are some key highlights of our recent activities:

- The introduction of rigorous cleaning procedures (which include the regular use of alcohol wipes & hand sanitizers) and additional cleaning materials available at both mine sites/corporate office. We are encouraging that each of you take an accountable role and be constantly mindful of our new cleaning protocols. Please review these with your local managers and HR teams.
- We are monitoring all gate entries and exits into both mine sites. This involves a health survey and body temperature checking to ensure we can control the employee traffic and their health in the most proactive way. We are currently not encouraging anyone to enter the mine sites that have recently travelled outside of Canada.



- Travel for the business is now limited. There is no international business travel for Wesdome taking place. Local business travel between mines site and corporate head office is also limited and will happen only if deemed business critical.
- Employees who have personal health situations (or ones at home), that require reduced exposure, are encouraged to work remotely where necessary (obviously, this is easier for some roles than others).
- In light of the recent PDAC, any corporate employees who attended the conference are being mindful of all protocols and doing their part to reduce contact in the appropriate time frames (14 days).
- We are doing our best to practice “social distancing” a term that has been defined as “standing 5 ft away” from our peers where possible.

Admittedly, there is a lot we all do not know about the future of this virus. However, we need to ensure we are doing all we can as each change comes our way. Our current goal is to keep Wesdome operating in a safe and healthy way.

For further support, I also encourage the use of our EAP (Employee Assistance Program) 1-800-663-1142 in Ontario and 1-877-644-4545 in Quebec. This service remains confidential and free to all employees who may want to discuss this unprecedented situation with a health professional.

I wish all of you a good start to the week. Please stay tuned for further updates as the week unfolds.

Health First!

Thank You,

Duncan Middlemiss
President & CEO