

COVID-19 Update

Solar Erectors is committed to maintaining a safe workplace for all, and we have an obligation to take all reasonable precautions to protect the health and safety of all our employees in the workplace, particularly in light of the recent cases of Coronavirus/COVID-19 reported in Canada and internationally. Our understanding continues to be that the risk from contracting Coronavirus/COVID-19 remains low. However, at this time we wish to provide you with the following communication to clarify the following:

- to outline how the Company will address suspected and confirmed cases of Coronavirus/COVID-19;
- to confirm what each employee is expected to do to reduce the potential for Coronavirus/COVID-19 exposure and/or spread within the workplace; and
- to address the issue of absenteeism in the workplace arising out of the Coronavirus/COVID-19 outbreak.

CONFIRMED OR SUSPECTED CASES OF CORONAVIRUS/COVID-19

If an employee has a confirmed or suspected case of Coronavirus/COVID-19, or has been in close contact with a person who has a confirmed or suspected case of Coronavirus/COVID-19, the employee is required to remain at home and contact their immediate supervisor in order to determine appropriate next steps, which may include self-quarantine for a prescribed period.

A confirmed case of Coronavirus/COVID-19 means the condition has been verified by a health care professional.

A suspected case of Coronavirus/COVID-19 means you have contacted a health care professional who has advised you to seek further medical attention or specific Coronavirus/COVID-19 testing.

ILLNESS PREVENTION AND IDENTIFICATION

To prevent the spread of all viral infections, especially including Coronavirus/COVID-19 at this time, we ask you to adhere to the following guidelines:

- If you are feeling ill (or have been in contact with a known or suspected Coronavirus/COVID-19 case), stay home and do not come to work;
- Make an extra effort to practice good personal hygiene, including regular hand-washing with soap and water;
- Follow the travel guidelines published by the Government of Canada. These guidelines are rapidly changing and the most recent version can be found here:

<https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/latest-travel-health-advice.html>

ABSENTEEISM ARISING OUT OF CORONAVIRUS/COVID-19

As per the guidelines outlined above, it may be the case that:

- You are required to stay home and refrain from attending work due to your illness, or the illness of a person who you may have come in contact with;
- It is recommended pursuant to guidelines established by Federal or Provincial governments that you self isolate because you have traveled abroad; or
- You are required to provide supervision of your non-adult children as a result of mandated school or day care closures and will not be able to attend work.

IF YOU ARE NOT SURE OF EXPECTATIONS FOR SELF MONITORING, SELF ISOLATION OR ISOLATION PLEASE REFER TO THE “KNOW THE DIFFERENCE: SELF-MONITORING, SELF-ISOLATION AND ISOLATION FOR COVID-19” POSTER PROVIDED BY THE PUBLIC HEALTH AGENCY OF CANADA POSTED WITH THIS UPDATE.