

HRI COVID-19 Notice to Employees

March 13, 2020

We would like to provide our staff with an update on how HRI is monitoring the unfolding COVID-19 outbreak.

Our management team is closely monitoring all developments on the virus and how much it is spreading. It appears the expert consensus is that this virus will continue to spread, possibly at an increasingly rapid rate. We believe it is everybody's civic duty to prepare for a possible spread of this virus. The government is advising people of the following:

- (1) The importance of washing your hands.
- (2) Using hand-sanitizer
- (3) If you have any flu or cold symptoms, self-isolate.
- (4) Avoid large gatherings of people.
- (5) For non-emergencies, call before visiting a hospital

You can find out more about what the federal government recommends at the following link:

<https://www.canada.ca/en/public-health/services/diseases/coronavirus-disease-covid-19.html>

In terms of how this could affect our upcoming season;

At this stage we are proceeding as normal with all Company operations. As we monitor the situation we will continue to provide updates to all our staff. We encourage you to follow our Instagram page @heritagereforestation or check our website www.heritageinc.ca for updates.

The potential effects on our season are as follows; please keep in mind, we have not taken the following actions, these are just a few of the Company's considerations as we move forward in these uncertain times.

- (1) If the government mandates a province or nationwide quarantine, we would postpone the start of our season until after the quarantine is finished.

- (2) If food supply chains are disrupted and we cannot get food to camp, we will shut down until we can access food supplies.
- (3) We may need to consider barring people from working in our camps that have travelled to highly infected areas.

We have taken note of the school closures, including universities and colleges. We are waiting to hear if this will mean students will need to continue their studies into the month of May. We will be closely following these developments.

A tree planting camp is very isolated from the spread of this virus and there is a low-risk of contracting the virus while in camp. However we think that it is extremely important to be keeping yourself safe now, so that you don't show up to camp with the virus. Seven days before the beginning of our season crewbosses will be talking with every employee that is coming out to camp. If any person exhibits symptoms, or has been exposed to somebody with symptoms they must quarantine themselves for 14 days before coming to camp. If you are one of these people who must quarantine yourself at this time, you will NOT lose your position with us for the summer. You can join camp as soon as your quarantine period is over and we will make special accommodations to get you in with your crew.

We are asking all of our staff, for the sake of everybody's health, to take the advice of our government officials seriously so that together we can limit, slow down and hopefully eliminate the threat of infection.

Sincerely

HRI Management