

HRI COVID-19 Notice to Employees

March 21, 2020

Further to our Notice sent to all Employees on March 13th, we would like to provide you all with an update as the coronavirus situation changes and evolves.

On March 16th the Prime Minister of Canada announced that all flights from countries outside Canada, USA, Mexico and some Caribbean countries will not be allowed into Canada. Additionally the federal government is restricting all flights to land only at Calgary International Airport, Vancouver International Airport, Toronto-Pearson International Airport and Montreal-Pierre Elliott Trudeau International Airport. Subsequently, Canada and the U.S. jointly agreed to shut down the Canada-U.S. land border to all non-essential traffic.

The government is advising all Canadians travelling abroad to return home to Canada immediately.

As of March 16, 2020 all travellers entering Canada are being asked to self-isolate for 14 days upon entry.

The government is offering support for Canadians abroad. You can learn more at the following link: <https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/canadas-reponse.html>

If you have been hired by us for the upcoming season, and you are planning on travelling from outside Canada, USA, Mexico, Caribbean, to come work with us, **as of right now, you will not be able to travel to Canada.** If the government eases these restrictions before the season starts we will reserve your position with us. However, if you travel from abroad you will still be required to undergo 14 days of self-isolation before you will be permitted into camp. Our opinion right now is that if you fall into this category, your position as a tree planter with us this season is in jeopardy. Start making alternate arrangements.

Additional measures **we are implementing** as we move forward:

We are asking all staff to monitor and record a daily log of your health symptoms for the

14 day period leading up to the start date of the camp you are planting in. For most of you, you will start recording on April 15th. We are requiring this for the following reasons:

- (1) we need to ensure everybody takes the threat of infection seriously. One infected person has the potential to infect an entire camp.
- (2) This will create accountability for all of us and will keep us safe.

You will be required to submit your Health Log documentation to your Crew Boss 48 hours before you arrive at the pick up location. Anybody showing coronavirus symptoms will be asked to self-isolate for 14 days. We ask that everybody take this precaution seriously and accurately record the following: all symptoms, as well as a daily temperature reading.

In addition to these measures we are taking now to keep everybody safe, we are actively discussing how to ensure we stay safe and isolated from the threat of infection while working in the bush this season. At this point we could see a season shaping up where we may need to limit the number of days off we spend in town, and instead bring items into camp. We may need to ban mid-season hires. We will be limiting who we allow into camp. We are developing an operational plan in the event that the virus enters a camp and all staff will be briefed on this plan once it is finished. All HRI operations will have strict health and sanitization procedures throughout.

HRI has now banned non-essential staff from visiting our Workshop facilities in Waltham. We have also begun intensive sanitization requirements throughout the facility in an effort to keep our workers protected.

The effect that coronavirus is having on the entire world right now is evolving quickly. We have spoken to many of our clients. All of them want us to proceed with our tree planting season as planned. While we acknowledge that we will be assessing the threat of COVID-19 on a day to day basis, and we will monitor and adapt to the decisions the government makes, **we fully intent on proceeding with the full scope of our 2020 season.**

We would like to take this opportunity to prepare you for some potential scenarios: If the government mandates a quarantine and the quarantine comes into effect while we are scheduled to be planting, we will have no choice but to shut down the operation until the quarantine is over. We will then resume our operations as soon as the government allows. In this scenario our finish dates would be pushed further into the season. We will work with all employees to accommodate your needs as we all navigate the potential effects of COVID-19.

We think the food supply is stable and we should have no issues getting food into camp. We are also increasing our purchases now to ensure we have bulk supply.

We are investing more in our camp facilities to ensure they are more comfortable, enjoyable, and accommodate your everyday needs. We are working on ensuring cooked food in camp and laundry machines if we cannot go to towns on days off. One thing is for-sure, this season is going to be different from past seasons. Our hope is that collectively we can keep everybody safe, healthy and well-fed, in a lively, fun, well-run camp and work environment. Some of us are really looking forward to getting into the bush and out of civilization!

As we mentioned in our pervious Notice to our Employees dated March 13, 2020, we continue to believe that a Tree Planting Camp is a low-risk infection environment. However, this all depends on the preparations we all collectively make now.

If you have not submitted your Employment Agreement with us, which includes your Emergency Contact Info, we need you to send this in right away. We are inputting all emergency contact information into our database now. You can email your paperwork to your Crew Boss or Supervisor.

Sincerely

HRI Management