



December 22<sup>th</sup>, 2021

- Important site to follow (Gorman Group):  
<https://www.gormanbros.com/coronavirus-updates/>
- Important site to follow (Canada):
  - [www.canada.ca/covid-19](http://www.canada.ca/covid-19)
  - <http://www.bccdc.ca/health-info/diseases-conditions/covid-19>
- Important site to follow (United States):  
<https://www.cdc.gov/coronavirus/>

To all employees:

Unfortunately, the new Omicron variant is impacting our efforts and hopes regarding COVID. What we have learned so far is that it is four times more transmittable than the Delta variant and that means we can expect an even greater number of infections and health risks over the Christmas holiday and into the New Year. **Our focus continues to be keeping each of us and our families safe and our plants operating.**

Key elements of our COVID safety program:

- To prevent people who are infected from coming on to our sites and identify those who are already infected on site so we can safely isolate them from everyone else and ensure they are getting the appropriate health care attention
  - Continued adherence to the health authority 'symptoms and exposures' criteria that require people to not come to work and to isolate at home and/or get tested.
  - Use of COVID antigen ("rapid") tests. These are a newer tool for us. They provide immediate results with a high degree of detection accuracy for those who are at infectious levels. The COVID rapid tests only detect COVID (not the flu or colds) and have proven to maintain their accuracy with each new variant, including Omicron. We will use this tool as necessary to help reduce the risk of infected people coming on to our site or remaining on it if they have COVID.
- Preventing potential spread onsite
  - Keeping both a physical and shared airspace distance from one another. This means that the more the shared area is enclosed, the more important it is to ensure that distance is maintained, and good airflow is occurring.
  - Surface disinfection program including janitorial routines before and after use, continue to make sure that surfaces are cleaned frequently.
  - Masks help limit the spread of COVID if the person is infected with it. We will continue to use this tool as necessary to help reduce risk of onsite transmission.
- Best solution: COVID vaccination
  - The number one method to address health risk to our employees, their families, and friends, and to fortify business continuity is through all our employees becoming fully vaccinated.

The health authority has reinstated several public restrictions over the holidays and will likely include more as infection rates rise. All the restrictions put in place to isolate people from social gatherings, all the work done to prevent infected people from coming to work, and all the efforts designed to limit the spread of the disease should someone be at work, will continue until vaccination rates bring the pandemic to an end.

Recognizing how important it is to keep our employees safe and prevent the threat of one or more of our plants being shut down, **we are requiring all people who are accessing our worksites (to work or to visit) to participate in the rapid test program as of January 31<sup>st</sup>, 2022.** We may move up this date, or increase restrictions, if we consider employee health or business risk requires it.

If you are you like me, you likely thought COVID was being defeated and became somewhat immune to the news about it. It all started to become just 'noise'. The recent news regarding the Omicron variant has refocused us. This is not over!

Please be safe over the holidays and take direction from what the health authorities are telling us. If you have not been vaccinated, please take the time over the holidays to work through what has stopped you to this point. We all have a responsibility towards each other and the extended families we have.

