

## COVID-19 Update #11 – Roster changes

The collaborative effort to date between Red Chris and First Nation groups, Tahltan Central Government (TCG), Iskut First Nation and Tahltan Band, has helped ensure no confirmed cases of COVID-19 in the local communities or at Red Chris.

As the COVID-19 pandemic progresses we are adjusting our precautionary measures accordingly. As a result, we will be making changes to the roster. This change has the full support and active participation from Tahltan leadership including Tahltan Central Government, Iskut First Nation and Tahltan Band.

### Transition

While we implement the changes there is a transition period effective from today.

Over the next four weeks Tahltan employees residing in the communities of Iskut, Dease Lake and Telegraph Creek will have the option to return home to their communities utilizing the Newcrest pandemic pay allowance (two weeks of special leave, which is equivalent to four weeks of calendar time, in addition to any other existing leave available). For those employees who are returning to Iskut, Dease Lake, and Telegraph Creek and who live with vulnerable family members, Red Chris will provide alternative accommodation options if requested.

### Extended Roster

An extended roster is being developed to provide two main benefits of decreasing the amount of travel required and to enable our employees to self-isolate before returning to their families, reducing the amount of time required in isolation while on days off. This is especially important to our employees that live in local communities.

Extended rosters present new challenges and risk that will need to be managed. In particular we are considering the additional measures that are needed to manage employee fatigue and to ensure a safe working environment. The risk analysis will balance the need to minimize any potential for virus transmission and the need to minimize fatigue across the extended roster. This may include rest days, and other fatigue management measures.

Entry and exit from the mine site will be strictly controlled during this time.

The extended roster is being put in place to manage the risks associated with the COVID-19 virus and is intended to be a temporary measure. The roster change will require regulatory endorsement/approval which is underway.

### Option to be accommodated at Red Chris during roster break

In the off-site roster break period, there is also an option for Tahltan employees who do not wish to return to their local community, to remain working and accommodated at the Red Chris mine camp during this time. This will be extended to all Red Chris employees and will be managed on an individual case by case basis with a modified roster cycle

We will be providing more details to you as we finalize the roster arrangement. Remember to stay safe, stay focused and stop the job immediately if you don't feel safe.

Scott Paddington

**General Manager (Acting)**

Eric Strom

**General Manager (Acting)**

Ben Wither

**HSEC and People Manager**

