



Highland Valley Copper Operations
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Announcement

Internal Announcement

Date: August 17, 2021

Important Update Regarding Wildfire near Highland Valley Copper Operations

At approximately 8:00pm, Highland Valley Copper received official notification from the District of Logan Lake and the Thompson Nicola Regional District that the Evacuation Order issued to cover the mine site had been moved to Alert status. This change enables Highland Valley Copper to safely resume operations.

Supervisors will begin calling employees immediately to resume regularly scheduled shifts commencing day shift August 18, 2021.

As several of the Orders that remain in place are impacting transportation, our Employees will be informed of any necessary travel routes when contacted.

Once Highland Valley Copper resumes full regular activities, the following, as it pertains to pay, will apply.

Employees who report that they are:

- unable to attend work due to their primary residence being under a mandatory evacuation order, will be granted "leave with pay", for regular shifts missed, for up to 10 days or until the evacuation order has been rescinded. The need to continue or conclude "leave with pay" will be assessed as needed based on wildfire activity and/or evacuation order status
- under an active evacuation alert, will be granted "unpaid leave"
- assisting family members and/or friends who are directly affected, will be granted "unpaid leave"

Employees who are involved in volunteer emergency services, and whose participation may interfere with their normal work schedule, are asked to follow the Employee Volunteerism (Policy 1.05).

As this is a challenging time for our employees and their families, employees are reminded of the free and confidential support that is available through our Employee and Family Assistance Program. It can be accessed via www.workhealthlife.com or by calling 1.800.387.4765. Additional assistance platforms are also available and have been captured in the Employee and Family Assistance Program Policy (Policy 3.63).

We also know that there may also be extraordinary circumstances whereby employees require immediate financial assistance. Those in need are encouraged to contact Human Resources at 250.523.3260.

Teck Highland Valley Copper is closely monitoring wildfire conditions and more information will be shared once it is available. If you have any questions or concerns, please contact your Supervisor.

Sincerely,

Adam Foulstone, General Manager
Teck Highland Valley Copper

