

Date March 21, 2020
To Victoria Employees, Contractors, and Stakeholders
From John McConnell
Subject COVID 19 – Phase 2 Prevention Measures

Victoria Gold COVID-19 Response – Phase 2

Victoria has been responding to the rapidly-evolving novel coronavirus (COVID-19) crisis and continually monitors advice from Federal, Provincial and Territorial governments as well as the World Health Organization and medical professionals. In light of the increasing number of cases in Canada and abroad, we are instituting Phase 2 Prevention Measures to protect our workforce and the local communities of the Yukon.

Phase 2 Specific Protocols:

1. Immediate four week in, four out crew rotation schedules;
2. All travel to and from Eagle will be via private charter transportation. Designated pick-up points in western Canada are currently be arranged. This will eliminate the majority of commercial travel;
3. All offsite employees and contractors are asked to practice social distancing;
4. All employees and contractors travelling to Eagle will be required to complete flight pre-screening by a third-party professional occupational health and safety services provider;
5. Restricted and controlled access for all employees and contractors of Victoria to all Yukon Communities, including Mayo.

Phase 1 Protocols Remain in Effect:

1. Travel and Quarantine Protocols
 - Avoid all non-essential business travel outside of Canada;
 - Access to the Eagle Mine is off-limits to anyone who has travelled anywhere outside of Canada until they have completed a mandatory 14-day self-quarantine. Any exception must be approved in writing by the CEO;
 - Prior to returning to Eagle all employees and contractors will undergo a pre-screening. We will be contacting all returning staff to ensure they are not experiencing any COVID related symptoms, have no non-essential travel out of country in the past 14 days and otherwise have not been in contact with a person infected with COVID-19.

2. On-site Medical Services at Eagle Mine

- The Eagle Mine is located in central Yukon and as it needs to be self-sufficient, we maintain an on-site primary care clinic that can respond effectively with emergency and non-emergency care for our site workforce.
- Medical staff include remote-care paramedics under the guidance of off-site physicians; physicians are on-call to provide guidance or instruction to on-site employees and contractors as needed.
- Clinic staff are monitoring the COVID-19 crisis and are engaged with Yukon Health and medical professionals to discuss and manage Victoria's operational response.

3. Limit Access to Site; Corporate Employees, Consultants, Salespeople, & Contractors

- Effective immediately no visitors are permitted to site without authorization from VP & General Manager, Dave Rouleau.
- All employees and contractors that are reasonably able to perform their duties remotely will be asked to work from home. This will be completed as part of the normal shift rotation. We are working with the site managers to determine who and how best to achieve this in the near term.
- We are working with all contractors at site to ensure they are following a similar standard to ensure we minimize the risk of COVID at site.

4. Operations

- The Eagle Mine will continue operations during this extraordinary period and rest assured, management will continue to monitor the situation and keep all members of the Victoria team informed of any changes to this position.

5. Vancouver, Toronto, and Whitehorse Offices

- Our offices will remain open to those needing or wanting to work from the office however, effective March 18,2020, all employees in the Vancouver, Toronto, and Whitehorse offices may elect to work from home.
- If you elect to work from home you are requested to work with your manager to ensure you have the tools to do so and have a plan in place to remain effective in your role.
- Business travel has been cancelled unless approved by a member of the Executive Committee.

6. Communication

- Victoria appreciates the particular risks that COVID-19 presents to our remote and dispersed workforce, and the remote communities in Yukon where access to healthcare can be geographically challenging.
- We are committed to keeping our employees and contractors informed and updated on the crisis and engaging with neighboring communities in the region.

Reminder

Wash your hands often, cough and sneeze into your elbow, monitor for symptoms, and stay home when you're sick.

John McConnell
President & CEO