

## Sabina Gold & Silver Corp.

### COVID-19 Operational Framework – Back River Project

#### Version 5

Sabina has evaluated the risk of recommencing activities at the Back River Project (Goose Property, George Property and Marine Laydown Area) in the context of the current COVID-19 pandemic. Sabina is confident that with proper risk mitigation and elevated health and safety practices that operations at Back River can be carried out safely. This Framework details the requirements, practices, and new restrictions to be put in place for operation of the Project. As new information becomes available this document, and any associated guidelines, will be evaluated by management and may be updated as required.

*Those measures flagged with an Asterix (\*) may be relaxed or removed once all personnel have been on site for 7 consecutive days and with no positive or inconclusive onsite testing and no personnel experiencing symptoms. The Operations Manager, or designate, will oversee the decision to relax or remove requirements.*

#### **General**

- All personnel are required to meet or exceed relevant federal, territorial, provincial and municipal public health requirements for 14 days prior to arrival on site. Those who are unable to meet the requirements must provide a written request at least 5 days prior to departure stating what requirements they are unable to meet and the rational. Sabina may grant exceptions on a case by case basis. For additional information on federal, territorial, and provincial public health requirements please see:
  - <https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/symptoms/provincial-territorial-resources-covid-19.html>, and
  - <https://www.canada.ca/en/public-health/services/diseases/coronavirus-disease-covid-19.html>
- All personnel traveling into site are required to have COVID-19 PCR or Antigen test completed prior entering site. Only those individuals with confirmed negative results will be permitted to access site. It is anticipated that the majority of testing will be completed utilizing Sabina's COVID testing programs in Edmonton or Yellowknife (Health Canada approved PCR or Antigen testing) the day before or day of departure to site.
- Sites are required to utilize an inbound flight schedule limiting personnel flights into camp to a few days (2-3 consecutive days long) every 3 weeks.
- Sites are required to utilize a personnel rotation schedule of approximately 3 weeks in X 3 weeks out, wherever possible. This will minimize the number rotations required in the 2021 field season and reduce potential for exposure. On occasion some personnel rotations may extend longer than 3 weeks to allow for overlap of key positions or shortened to less than 3 weeks. Various rotations are acceptable if they align with the inbound flight schedule.
- Individuals or groups of personnel (termed Guests) who are required to access site for a short period may access site outside of the inbound flight schedule, and with no testing, if they can remain isolated from the general population during their time onsite. Should access be required the Operations Manager, or designate, will oversee this access.

- Personnel are permitted to leave site during their rotation. However, they may not be able to re-enter the site until the start of the next available rotation. Should re-entry be required the Operations Manager, or designate, will oversee this process.
- Sabina recognizes the COVID-19 pandemic has created new stresses and concerns for some individuals and the company takes the mental health and well-being of all its employees seriously. Sabina's Employee and Family Assistance Program (EFAP) remains available for employees.
- \* While onsite all personnel are required to meet or exceed best-practices regarding social distancing and avoid cross contamination including maintaining a 2 meter (6 foot) spacing between individuals wherever possible and limiting common touch points. Should appropriate social distancing not be possible masks and other PPE will be required.
- \* No maximum group gathering size will be established if social distancing and requirements to limit touch points can be followed.
- \* Operational meetings, toolbox meetings, etc., may be staged in two or more parts to accommodate personnel numbers and proper physical distancing.
- \* All personnel are required to practice enhanced hygiene practices including washing or sanitizing hands prior to entering shared facilities (office, kitchen, washrooms, etc.) and personnel must use/dispose of masks, gloves and other specialized protective equipment as directed.
- All personnel will be provided with appropriate protective equipment, hand washing stations/hand sanitizer, and guidance on reducing COVID-19 risks.
- Sites are required to develop guidelines to ensure enhanced cleaning is in place in all work and common areas.

### Travel

- All reasonable efforts are to be made to limit exposure during travel from a person's home to the sites.
- All personnel are required to use masks and follow enhanced hygiene practices, including hand washing and sanitizing, for all travel segments. Once individuals are in their assigned hotel rooms masks may be removed.
- Should last minute changes to personnel be required efforts will be made to accommodate, however, changes made less than 10 days prior to departure may not be possible due to Sabina and Government of Nunavut entry requirements.
- All personnel are required to isolate while in Yellowknife. This includes between flights as well as any overnight required.
- In line with government and community preferences no personnel will be hired from Nunavut. Sabina will frequently monitor government direction and modify this requirement as appropriate.
- All personnel are required to travel on flight combinations assigned. No modifications for personal preference will be made (i.e. preferred airlines, flight times, personal reasons, etc.).
- All travel is required to be completed using as few flight combinations as possible.
- Wherever possible personnel are to be booked on the same commercial flights and at the same hotels.
- Wherever possible overnight stays in Yellowknife should be avoided.
- Hotel rooms are not to be shared.

- All personnel are required to report directly to their assigned hotel and remain in their rooms except as necessary to obtain 'take out' food or other essentials. Wherever provided room service must be utilized.

*Sites may work with contractors to meet the travel requirements or may choose to complete all requirements internally.*

### **Monitoring & Reporting**

- All personnel are required to self-monitor for COVID-19 related symptoms and perform temperature checks each day for 14 days prior to departure from their home. Records are to be maintained and provided when requested. The Sabina COVID Task Force may permit shorter monitoring periods when late adjustments to personnel schedules are required.
- Sabina may opt to utilize an online system, accessible via mobile devices, to monitor compliance to the 14 days of monitoring.
- All personnel are required to complete and submit Sabina's health questionnaire 1 day prior to departure from their home.
- All personnel are required to complete the appropriate Government of Nunavut form 5 days prior to arrival in Nunavut. This form is to be provided to Sabina for submission to the Government of Nunavut to grant exemption from the current travel ban into Nunavut.
- All personnel are required to participate in additional tests and provide additional information on their final day of travel (to be completed in Edmonton or Yellowknife prior to boarding the charter flight to site).

### **Pre-Deployment Testing**

- Personnel are required to have COVID-19 PCR or Antigen tests completed prior to entry to site. During the period 48-72 hours before the test, and following the test, personnel are requested to isolate as much as possible except as required for travel.
- Personnel who travel to site during the set site rotation will receive testing through Sabina's COVID testing programs in Edmonton or Yellowknife (Health Canada approved PCR or Antigen testing) the day before or day of departure to site.
- Those personnel traveling into site off rotation are required to have COVID-19 PCR or Antigen tests completed prior to flying north to enter site. These may be completed through Sabina's COVID testing program or through another Sabina approved testing facility.
- Only those individuals with confirmed negative results will be permitted to access site.
- Those with positive results are required to isolate in their location until cleared by the relevant Public Health system – generally this could be 10-28 days if a confirmed positive result occurs.
- Those with inconclusive results are required to isolate in their location and await further instructions which will include further testing.
- Following a positive or inconclusive test result it is the contractor's responsibility to coordinate and pay for subsequent testing, isolation requirements, and other measures as directed by Sabina or the relevant Public Health system.
- Those with a positive test must retest negative twice (either through the private testing firm, or the relevant Public Health system) before being granted future access to site.

### **Onsite Testing**

- Onsite personnel are required to participate in Sabina's onsite COVID Antigen testing when directed by Sabina Management.
- Onsite personnel may be required to participate in Sabina's onsite COVID Antibody testing when directed by Sabina Management. This testing programs utilizes a small blood sample to be taken.
- Only those individuals with negative results will be permitted to continue to work at site.
- Any personnel who test inconclusive or positive will be isolated and next steps will be determined in consultation with Nunavut Public Health.

### **Vaccination**

- Sabina may choose to require COVID vaccinations of personnel prior to entry to site.
- Sabina anticipates that all personnel and contractors will be provided with 60 days' notice to secure the required vaccination once the vaccines become readily available in Canada.
- Proof of vaccinations will be provided to Sabina for our records.
- Those vaccinated are still required to follow all aspects of this COVID Operational Framework including the requirement for Pre-Deployment and Onsite Testing.
- Additional details on this program will be provided as vaccines become more available.

### **Camp Accommodations**

- All personnel are required to have their own separate accommodation (private rooms or physically split cabins).
- Approximately 5% of available rooms are to be kept free for potential isolation needs or other uses (unanticipated guests, maintenance, etc.).
- Based on the current design of the Goose Property, George Property and Marine Laydown Area camps capacity will be capped at approximately 90, 40 and 35 personnel respectfully.
- \* No personnel are permitted in anyone else's room. Should access be required the Operations Manager, or designate, will oversee this access.

### **Camp Auxiliary Services**

- \* Site washrooms, dry's, and washing facilities are to be assigned to onsite personnel. Individuals are to use only the facilities they are assigned to. The Operations Manager, or designate, will oversee the assignments.
- \* The sites social locations including TV tents, indoor smoking areas, saunas, etc. will remain closed if social distancing cannot be maintained. Kitchen and office space may not be used to socialize, unless authorized by the Operations Manager, or designate.
- \* Group recreational activities may be permitted if social distancing requirements can be followed. The Operations Manager, or designate, will approve any group recreational activities.
- \* Sites are required to limit the use of office space and boardrooms to meet or exceed best-practices regarding social distancing.
- Where possible internet speeds are to be increased at sites to allow for individuals to communicate frequently within and outside the camp. It is recommended that personnel use their own devices for this purpose. Devices should not be shared.

- It is recommended that ample radios and charging stations be made available to limit the need to share these devices.

#### **Camp Food Service**

- \* Sites are required to develop guidelines on food preparation and service to meet or exceed best-practices regarding social distancing and cross contamination via touch points.
- \* Sites are required to stagger food service times to adhere to best-practices regarding social distancing and avoidance of cross contamination via touch points.
- \* Sites are required to modify food service areas to adhere to best-practices regarding social distancing and avoidance of cross contamination via touch points. Self-serve areas are to be removed, unless authorized by Operations Manager, or designate.

#### **Supplies**

- \* Sites will ensure that necessary PPE, testing equipment, cleaning products and other specialized equipment are available onsite, or can be made available on short notice, to meet day-to-day requirements as well as emergency medical conditions.

#### **Worksites**

- \* Sites are required to develop guidelines for all worksites to limit exposure including meeting or exceeding best-practices regarding social distancing and avoidance of cross contamination wherever possible.

#### **Helicopters**

- \* Sites are required to develop guidelines for the use of helicopters to limit potential exposure.

#### **Fixed Wing**

- \* Sites are required to develop guidelines for the loading and unloading of planes to limit exposure.
- \* Pilots who do not need to remain at the sites are not to leave the airstrip area. If a pilot must access areas outside of the airstrip the Operations Manager, or designate, will oversee their movement.

#### **Guests (Personnel which arrive at the sites outside of the inbound flight schedule with no test completed)**

- Guests may be allowed at site with approval of the Operations Manager under special circumstances.
- Guests are not permitted to use any of the common areas and must remain isolated from the general population.
- The sites are required to develop guidelines for all guests to meet or exceed best-practices regarding social distancing and avoidance of cross contamination.

#### **Symptom Monitoring& Suspected Case Management**

- Sites are required to monitor all personnel during their time onsite.
- Sites are required to develop guidelines for addressing suspected cases including medical treatment, isolation, labour disruption and transportation off site.

**Discipline**

- It is expected that all personnel make honest representations about their health in all personal monitoring, health questionnaires, vaccination records and company records. The safety of fellow workers depends on it.
- Those violating the requirements of this framework may be removed from site on the next available flight and may face additional disciplinary measures. The Operations Manager, or designate, will oversee discipline.