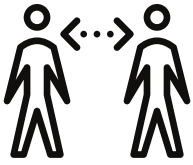




COVID-19 On-Site Protection Measures Pandemic Preparedness Plan



PRACTICE PHYSICAL DISTANCING

When working, employees will stay more than two (2) metres (six feet) from other people, unless wearing PPE. This includes contact with client staff, escorts, facility occupants, and other Pinchin employees.

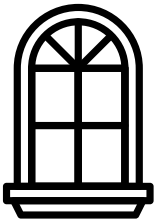


AVOID CROWDED INDOOR SPACES

Employees will not enter areas with large crowds, especially in indoor areas.

AVOID BEING IN SMALL, POORLY-VENTILATED AREAS WITH OTHER PEOPLE

Employees will not share elevator cars with people (they will either ride alone or take the stairs), join indoor meetings in small boardrooms, or wait in small, enclosed offices/rooms with others.



AVOID ENTRY INTO OCCUPIED RESIDENTIAL UNITS AND PATIENT ROOMS

Employees will avoid entry into occupied residential units, including houses, condominiums, apartments, retirement residences, long term care facility resident rooms and patient rooms, unless a project-specific safety plan is in place.



USE FACE COVERINGS

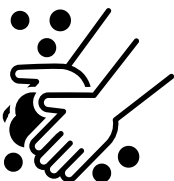
Pinchin employees will wear cloth face coverings at client locations and project sites to prevent respiratory droplets from contaminating others or landing on surfaces. Cloth face coverings must fit well, and be put on, worn, taken off and cared for properly.

Face coverings are useful in situations where physical distancing can't be maintained for short periods of time (e.g. passing someone in the hall, leaning in momentarily to check a map, etc.), but are not appropriate for longer periods of close contact (i.e. within 2m or in a small, enclosed space) with other people. For longer periods of contact within 2m, respiratory protection and other PPE must be used.



PRACTICE GOOD HAND HYGIENE

Employees will wash their hands often, particularly after touching commonly used surfaces, like doorknobs or handles, railings, and elevator buttons, and before and after touching their face covering or respirator. If soap and water aren't available, they will use an alcohol-based hand sanitizer containing at least 60% alcohol, or another product approved by Health Canada



Pinchin's measures are in place to protect our staff, our clients, and the community. We ask our clients to help facilitate these measures on-site, collaborating to develop a plan to ensure crowded and enclosed areas can be avoided, maintaining at least 2m distance and wearing a properly-fitting face covering while our employees are on-site. **All Pinchin staff are empowered to speak up and stop work in situations where Pinchin's COVID-19 Protection Measures are being compromised.**