



March 26, 2020

Dear colleagues at HPC,

First and foremost, I hope each of you and your families are coping as well as can be during these stressful times. The world around us seems to be changing by the hour and I know there are moments when it can feel overwhelming.

I want you to know that we certainly understand that your primary concerns at this point are your personal health, the wellbeing of your family and your livelihood. For all of you working on site and for the 150 local small and large businesses supporting HPC, we are taking your concerns very seriously.

I want to reassure you that our goal to go “Home Safe Every Day” has not changed. What has certainly changed is the nature of the challenge we are currently facing. I do care for each and everyone of you on site and will be perfectly honest that there is currently no way to be absolutely certain that we can prevent health issues from arising. However, there is a lot we can do together to prevent the introduction and spread of the COVID-19 virus on site.

Inter Pipeline, in collaboration with site contractors, has taken the following steps to date:

- Starting Monday, March 30, we are eliminating long haul busing and are offering shorter bus rides from two large parking lots located near the HPC site – more information on this updated service will follow
- We have increased and will continue to increase the number of buses to reduce density
- Twice daily, buses are being fully cleaned as well as sprayed with an electrostatic coating agent proven to be effective at killing viruses and is effective for up to 10 days
- Lunch rooms have been divided into sections that have 50 seats or less and spacing between chairs has been increased
- We have considerably increased the frequency of cleaning common areas such as the washrooms, lunch rooms and offices
- We are in constant discussion with the Alberta government, local authorities, Alberta OHS, CLAC and the trade unions to make absolutely sure that we are in full compliance, following directives, addressing concerns and explaining the preventative steps that have been taken
- We have hosted an OHS inspection as well as visitors from CLAC and trade unions who have been very supportive of the steps Inter Pipeline has taken
- We are holding meetings twice per week with representatives for several contractors to discuss your concerns and find solutions together

In order for those measures to be effective, we need your help. It is paramount that you do the following:

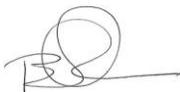
- Stay home if you:
 - Have any influenza-like symptoms such as a fever of 38 degrees or more, cough, sore throat, difficulty breathing, runny nose or nasal congestion
 - Have been in close contact with someone diagnosed with COVID-19
 - Have travelled outside of Canada in the last 14 days
 - Have been in close contact with someone who has travelled outside of Canada in the last 14 days
- Take your temperature daily before coming to work if you have a thermometer at home
- Continue social distancing while waiting for the bus
- Continue social distancing wherever possible on site
- Take advantage of the multiple hand washing stations and sanitizer provided on site
- Read and follow instructions on our daily COVID-19 site report available on the Heartland Petrochemical Complex website at www.iplheartland.com

Together, we have come a long way in building the very first integrated polypropylene plant in Canada, and we know how crucial this project is for our economy and the 3,000+ Albertans who are currently involved with the project. Under the current circumstances, it is difficult to know how long we will be able to continue construction with the current number of workers on site. A lot will depend on our collective ability to focus on health and safety prevention. We will continue to evaluate the situation as it evolves and make the very best decisions we can to protect you and the greater community while protecting jobs whenever possible.

We are committed to being transparent and keeping you informed along the way.

We have seen no shortage of challenges during the past few years but Albertans are resilient and this too shall pass. I am confident that we will weather this together and be stronger for it. Despite the current situation, we will complete this great project and be well positioned to build many more in the future.

Please take care of each other, stay safe and stay healthy.



Bernard Perron
Senior Vice President, Projects & Operations Services