



## MESSAGE FROM TONY MAKUCH, PRESIDENT & CEO

**The health and safety of employees is our number one priority. We are working very hard to respond quickly and responsibly to new developments related to the COVID-19 virus**

On April 2, 2020, we announced that we are suspending operations at the Holt Complex and reducing operations at the Macassa Mine. The new measures, which are in effect until April 30, 2020, follow the transition of the Detour Lake Mine to reduced operations. In Australia, our Fosterville Mine continues to operate albeit with all non-essential work discontinued, and we have stopped all activities in the Northern Territory except those related to environmental rehabilitation and water management. All sites in Canada and Australia have implemented the precautions and processes outlined in the Company's COVID-19 Health and Safety Protocols. We have also established a work from home plan and agreement for employees, including an Internet acceptable use policy, and have just extended the period for remote work to April 30<sup>th</sup>.

The risks and challenges related to COVID-19 continue to escalate. The latest business reductions in Canada are in response to these recent developments, including increased border restrictions between Ontario and Quebec, which is making the movement of workers increasingly difficult. Both Macassa and the Holt Complex have a significant number of employees and contractors resident in Quebec who travel to Ontario for work. Essential activities at both operations, that will continue, are being completed entirely by a local, Ontario-based workforce.

We recognize the impact such decisions can have on employment as well as community investment and support. Having said that, our number one priority is keeping our people safe. With the continued escalation of the risks and challenges associated with the COVID-19 virus, and increased restrictions and risks around the movement of people, we have concluded that the best course of action is to reduce operations, and even suspend them entirely at the Holt Complex. In cases where workers are impacted by the new measures announced today, we have committed to providing their base wages until April 30<sup>th</sup> to help them get through these very difficult times.

I personally want all of our employees, contractors, suppliers and local communities to know that, at Kirkland Lake Gold, we are taking the COVID-19 pandemic very seriously. A COVID-19 Management Task Force has a teleconference meeting every day to assess emerging developments and identify new or revised measures that we need to take. A separate team in Australia also meets daily to address issues specific to that country and the State of Victoria.

As a company, we have introduced an extensive list of Health and Safety Protocols, which are listed after this message. Our people are doing a great job putting these protocols into practice and working together as a team. Teamwork is the key to overcoming the COVID-19. We have stressed to our people the importance of complying with all of our protocols while in the workplace, and all actions taken by governments while they are away from work and with their families. By coming together a team, we are getting through this together and will come back stronger as a community in the Company, paving the way for a successful future for everyone at Kirkland Lake Gold.

Tony Makuch  
President and CEO



## Kirkland Lake Gold

### Health and Safety Protocols:

- **Reduced operations** at Macassa and Detour Lake, with operations being suspended at Holt Complex;
- **Remote work** for all employees able to productively work from home;
- **All non-essential work** suspended; all non-essential visits to site prohibited until further notice;
- **Medical screening** of all individuals prior to entry to worksites;
- **Increased cleaning and sanitizing** of work areas and equipment at all locations, including accommodations and the cafeteria at the Detour Lake Mine;
- **Medical procedures** for the testing, isolation, care and transportation of anyone showing symptoms;
- **Mandatory social distancing** with work rosters significantly reduced; start times and work schedules staggered and the separation of workers using floor markings and barriers in confined areas;
- **Improved food safety** with removal of all self-service food options; individual wrapping of meals and desserts and separation of workers by removing chairs and moving tables;
- **Job protection** for workers in quarantine or self-isolation due to COVID-19, or those needing to miss work to care for children as a result of school or daycare closures;
- **Travel restrictions** with all international and inter-provincial travel prohibited and mandatory self-quarantine for anyone returning from international trips; and,
- **Supply Chain** management group working to ensure availability of all critical goods and services during period of reduced movement of goods and services.