



Employee Update on Civeo's COVID-19 Response

March 18, 2020

To All Civeo Employees,

As you know, the safety of our employees, guests and contractors is always our most important priority. Over the last several weeks as the COVID-19 situation has evolved, we have proactively implemented a series of measures to protect the health and well-being of those we serve and the colleagues with whom we work.

To do so, we have been working in close consultation with medical professionals, government health authorities, third-party experts, and our customers to align on the most responsible path forward.

While these protocols are constantly evolving, I'd like to share with you some examples of measures that are currently in place across our worksites in Australia, Canada, and the US.

- A **travel advisory protocol** which precludes anyone who has traveled internationally from accessing a Civeo facility or office for a minimum of 14 days after their return, and eliminates any non-essential, domestic business travel for Civeo employees;
- A **screening protocol** that applies to all guests, employees, contractors, and suppliers;
- A **quarantine and isolation protocol** to be implemented in the event our screening protocol identifies anyone who is symptomatic of COVID-19;
- Enhanced **personal protective equipment** requirements for our staff;
- Enhanced cleaning frequency and **sanitization measures** for all common areas and guest rooms;
- Controlled access into common areas coupled with **social distancing guidelines**; and
- A **rotational and work from home protocol** for our office administrative staff around the globe.

Behind the scenes, our Crisis Management Team, Incident Management Teams, and their support personnel have been working methodically and with urgency to monitor the situation, establishing new response measures as circumstances evolve. We extend our profound gratitude for their continued vigilance as we work together to prioritize everyone's well-being during this difficult time.

We would also like to acknowledge the personal adjustments everyone has made in recent days to adapt to changes in our work and personal lives. I continue to be inspired by the resourcefulness and creativity our people have shared as we adapt to our new way of life for the short term.

We will continue to provide periodic updates as the pandemic evolves. In the meantime, I encourage everyone to visit the COVID-19 site on Beacon for the latest updates.

Regards,

A handwritten signature in black ink, appearing to read "B. Dodson".

Bradley Dodson
President & CEO