



COVID-19 Special Edition: Gradual Deconfinement

Safely Together, We Can Move Forward

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First and foremost, we wish to extend our gratitude to all our community members for your exemplary efforts, patience, and respect for government measures amid the COVID-19 crisis. We are proud to say that, as of the date of this release, our community has no active cases of COVID-19. Thank you.

Following in the footsteps of populations across Canada and the world, CREECO will shortly begin gradual deconfinement based on the plan and principles put forward by the Cree Health Board, allowing for our community to slowly get back to life and work. As we move forward with the Cree Health Board’s plan, it will be more important than ever to continue practicing social distancing and following sanitary measures:

- **Keep social distancing at all times;**
- **Avoid large crowds and gatherings;**
- **Work from home if possible;**
- **Avoid contact with elders and most vulnerable;**
- **Avoid all unnecessary travel;**
- **Self-isolate for two weeks upon return from any travel;**
- **Seek medical attention to get tested, should you experience flu-like symptoms.**

Given the uncertainties surrounding the pandemic, we want to ensure that the reopening of our communities, businesses, and workplaces are as safe and secure as possible. We are counting on you to work with us to protect our frontline workers, our families, our elders, and the most vulnerable. Your continued cooperation in this next phase will be key to adapting our community to the “new normal” gradually and effectively.



“We are all in this together”
 Derrick Neeposh
 Chairman/President
 Board of Compensation/CREECO



CRECO remains committed to the Health and Safety of our communities and we encourage you to visit the following for more information:

Cree Nation Government: <https://www.cngov.ca/fr/covid-19/>

Cree Public Health Department: <http://www.creehealth.org/coronavirus>

Cree School Board: <https://eeyoueducation.ca/org/pub/news/coronavirus-covid-19-update-2>

Quebec: <https://www.quebec.ca/en/health/health-issues/a-z/2019-coronavirus/>

Canada: <https://www.canada.ca/coronavirus>

Measures have been implemented within the BOC and CRECO group to protect each and every one of our employees and to contain the spread of the virus.

Some of these measures can be consulted here: <http://www.creeco.ca/>

INFORMATION ON SUBSIDIARIES

In light of COVID-19, CRECO's subsidiaries have been taking precautionary measures to ensure the health and safety of their community members, clients, employees, and the general public. Please find a summary of some of the measures taken below:

CREE CONSTRUCTION AND DEVELOPMENT COMPANY

<http://www.ccdc.qc.ca/>

- To prepare the return to work and to follow CNESST recommendations, CCDC bought protection and sanitary materials for staff (masks, hand sanitizer);
- A regular contact is maintained with partners and clients to follow the situation of contracts and future projects;
- Water stations are ordered and will be distributed on construction sites;
- Guides to inform staff about new sanitary measures were distributed to all and an information session was held.

Despite the shutdown of the construction industry, CCDC has kept approximately sixty workers at some of its construction sites to provide essential services. This includes snow removal and road maintenance, the operation of Hydro-Québec Airports, and the maintenance of residences. In order to support all of these functions, CCDC kept the kitchen, the camp, the gas station, and the garage open in Nemaska.

CCDC also made its houses in Chisasibi available to the community in order to isolate members returning from the south, for 14 days.



QUALITY INN AND SUITES VAL D'OR

www.qualityinnvaldor.com

Quality Inn & Suites Val-d'Or is here to host its guests. The following steps were taken to ensure your own safety and the safety of our team members:

- Our hot breakfast is served by our attendant in a secure way: you may eat in the breakfast room or bring it to your room;
- Plexiglass partitions have been installed at the front desk with hand sanitizer;
- Cleaning processes have been increased. Rooms and public spaces are not only cleaned but also disinfected. We use a product approved by Health Canada against COVID-19.



The photo is for the Platinum Award 2020



GESTION ADC <http://gestionadc.ca/en/covid-19-march-23rd-2020/>

Gestion ADC has defined principles in order to supervise the management of business activities:

- Ensuring the continuity of essential and important services;
- Ensure responsive and adaptable actions;
- Ensure the safety of its staff;
- Improve operational processes so that they adequately meet the requirements of a contingency plan;
- Find innovative solutions that make optimal use of ADC's existing resources.



Gestion ADC is implementing a host of measures to ensure safety of its staff and the continuation of business activities.

INFORMATION ON SUBSIDIARIES (CONTINUED)

AIR CREEBEC Coronavirus Information

<http://www.aircreebec.ca/covid19>

Air Creebec continues its charter services safely and reliably.



- We remain available for charter and cargo transport with great understanding and respect for the destinations we serve;
- As an essential service, with evolving measures that exceed the requirements of Transport Canada, we have taken additional precautionary measures to disinfect planes;
- Specific boarding operations and inflight measures have been implemented;
- We transport urgent parcels with tight logistics on the few flights available.

Air Creebec will gradually resume its scheduled flights in respect, and at the pace of the communities it serves. The time to resume will be a matter of health and safety before a business opportunity and we will gradually proceed at a respectful pace for the territories we serve.

VALPIRO

<http://www.valpiro.com/>

Val- d'Or Operations

- Directors that can work from home are doing so;
- Mandatory to disinfect hands upon arrival;
- One client at the time entering reception area to respect social distancing;
- Disinfection practices have increased in common areas;
- Employees must wear gloves when handling baggage;
- Face mask mandatory when entering a passenger aircraft;
- Safety signs to remind people about the new measures.

La Grande Operations

- Disinfection practices have increased in common areas;
- Limited access to the warehouse for employees and airline staff only;
- Truck drivers do not have access to the warehouses; the ramp attendants will load and unload;
- All freight documentation is sent electronically;
- Limited interaction between people from the south and those in Eeyou Istchee.

CREECO appreciates the unprecedented sacrifices that its subsidiaries have made during this difficult time. With the economic recovery moving forward, various levels of government have committed to providing assistance to businesses, workers and citizens across the board. CREECO is committed to giving you all the tools you need to seek this assistance, not only to get through the post-crisis period, but also to grow your businesses well into the future.

A special thank you to the Cree leadership and the CREECO subsidiaries for their exemplary collaboration over the past few weeks.

Financial Assistance Guide



As the deconfinement process begins gradually, CREECO subsidiaries are already taking steps to keep our communities safe. CREECO continues to closely follow public health measures, including the deconfinement plan put forward by the **Cree Board of Health and Social Services of James Bay**.

As you can see, some of our subsidiaries are already providing services, but with added safety measures. Others are getting everything ready to relaunch their activities. When deciding to restart their activities, our subsidiaries will need to demonstrate **robust safety protocols** to protect staff, clients and community members from COVID-19.

Practicing basic measures at all times!



