



Dear Premier Houston and members of Nova Scotia's Progressive Conservative Cabinet,

I am writing you today to inform you that as of 3 January 2022, our operations have informed a portion of our workforce that their positions will no longer be required at St Barbara's Atlantic Operations. As has already been discussed with many of you, the Touquoy pit is coming to the end of its mine life and with that, an effort is required to rationalise the staff complement at our operations.

The Touquoy pit was scheduled to operate for approximately five years, and it has done exactly that. Mining commenced at Touquoy in Fall 2017, with commercial production officially beginning in March 2018. The mine has gainfully employed more than 300 Nova Scotians consistently during that time frame, and it has been done safely while respecting our shared environment.

While the loss of jobs within the province was unavoidable in the project life span, we believe Touquoy should be celebrated for the opportunity it has and will continue to provide to people looking to work, to Nova Scotian contractors and suppliers and to local small businesses.

Here is information regarding this rationalisation of our Nova Scotia workforce for your information:

- The total workforce of St Barbara Atlantic Operations in Nova Scotia is currently 292 full-time employees.
- With this week's actions, we are removing 110 positions from that staff complement meaning there will still be 182 full-time employees as part of our Atlantic Operations.
- Of the 110 positions being removed, 56 are currently vacant positions with no incumbent in them.
- Ten Nova Scotian staff members will be offered the opportunity to convert into other jobs within our operations.
- Forty-four positions with current incumbents will no longer be required within Atlantic Operations, so although 110 positions are being removed, the actual job loss is 44 full time roles.
- St Barbara Atlantic Operations has an Employee Assistance Program (EAP) available to support those impacted by this staffing rationalisation and those staying within our Atlantic Operations.
- For the 44 Nova Scotians who will not be continuing in our operations, we have partnered with Nova Scotia Works to assist them in finding new placements within the province and making their next professional steps as seamless as possible.
- The Touquoy operation will continue to process more than six million tonnes of low and medium grade ore that has been stockpiled over the course of operations to now and processing of these stockpiles is anticipated to continue until the end of calendar 2024.
- At that point, the Touquoy operation is expected to enter a phase of care and maintenance as we work with federal and provincial regulators, Fisheries and Oceans Canada, First Nations rightsholders and other community members and stakeholders to permit future projects including the Fifteen Mile Stream Gold Mine.

While any job loss in the province is unfortunate, the Touquoy pit had a finite lifespan and as the pit enters the final stages of that span, this type of action is unavoidable. We are proud to have been an employer of more than 300 Nova Scotians for the majority of our five years in operation at Touquoy and will continue to proudly employ nearly 200 Nova Scotians for the next two years.

We will provide further updates in the weeks and months ahead, but in the meantime, our goal will be to continue employing hardworking Nova Scotians doing meaningful work, to do that work safely and all the while protecting our shared environment.

Should you have any questions or queries that I can answer, please feel free to reach out to myself or our Communications Manager Dustin O'Leary directly and we will provide all of the information we can.

Respectfully,

Meryl Jones
President Americas