

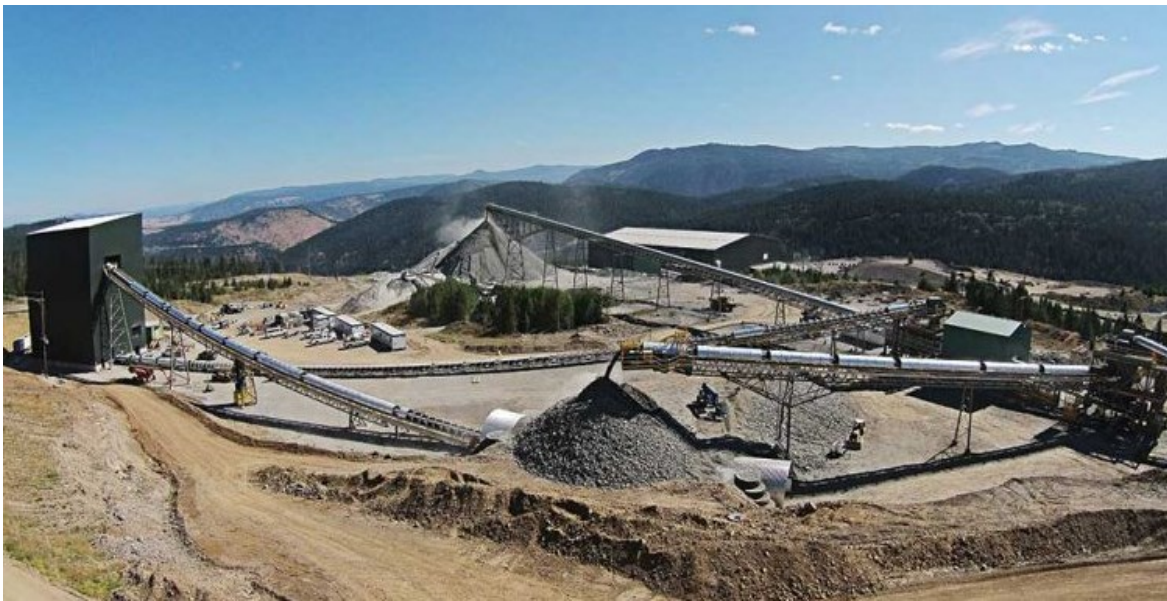
CONTINUOUS IMPROVEMENT - INTEGRITY - RESPECT - CLIENT FOCUSED

THREE VRCA AWARDS OF SILVER EXCELLENCE for 2020 / 2021

These are the 12th, 13th and 14th Awards that Gisborne has received from the Vancouver Regional Construction Association (VRCA) since 2011. These awards recognize our ongoing efforts to deliver quality projects to our clients using policies and procedures that allow us to be successful. These awards also validate our commitment to our core values listed at the top of this page. The VRCA committee is reviewing these awards with the possibility of upgrading them to gold awards, and they will notify us early in 2022 should this be the case.

COPPER MOUNTAIN EXPANSION

We're back to complete our 3rd large project! The Copper Mountain mine is a conventional open pit, truck and shovel operation. The mine has a 40 ktpd plant that utilizes a conventional crushing, grinding and flotation circuit to produce copper concentrates with gold and silver credits. A mill expansion to increase throughput to 45 ktpd with the installation of a third ball mill is currently underway and is expected to also improve recoveries resulting in increased production by 15 to 18%.





Theo Malapanis

Theo recently joined our Fire Protection Division to fill the newly created role of Senior Project Specialist. His focus is on industrial fire protection work and he brings a wealth of experience and world-wide connections to Gisborne.

Kazem Kabiri

Kazem has joined our BC Fire Protection Division as our Project Coordinator. He will be working closely with our Regional Fire Protection Manager and providing support for others on the team.

Kerri Brennan

Kerri has joined our Alberta Fire Protection Division to fill the role of Project Coordinator. She will be working closely with our team in Nisku, supporting our Regional Fire Protection Manager and also providing assistance to our projects as required.

Jason Sled

Jason has re-joined Gisborne after taking some time away to complete his degree and work for another company on Vancouver Island. He will initially be on a temporary assignment providing coverage in our estimating department and then will transition to the role of Project Manager in our CSMP Division later in 2022.

Equipment Division Personnel Changes

We have recently 're-staffed' our equipment division due to retirements and others moving to new opportunities.

Kamilla Barbosa de Andrade

Joined us in April as our Division Administrator

Brian Way

Started in September as our Division Coordinator

Jafar Daud

Started in September as our Division Warehouse Assistant



After over 21 years with Gisborne, **Wes Clemens**, our BC Fire Protection Service Manager, is leaving his position and heading off to New Brunswick for a new adventure with his family. We thank Wes for his contributions to Gisborne and we wish him safe travels and a great transition to becoming a Maritimer. Plus he is now living much closer to Canada's first single malt distillery in Cape Breton!



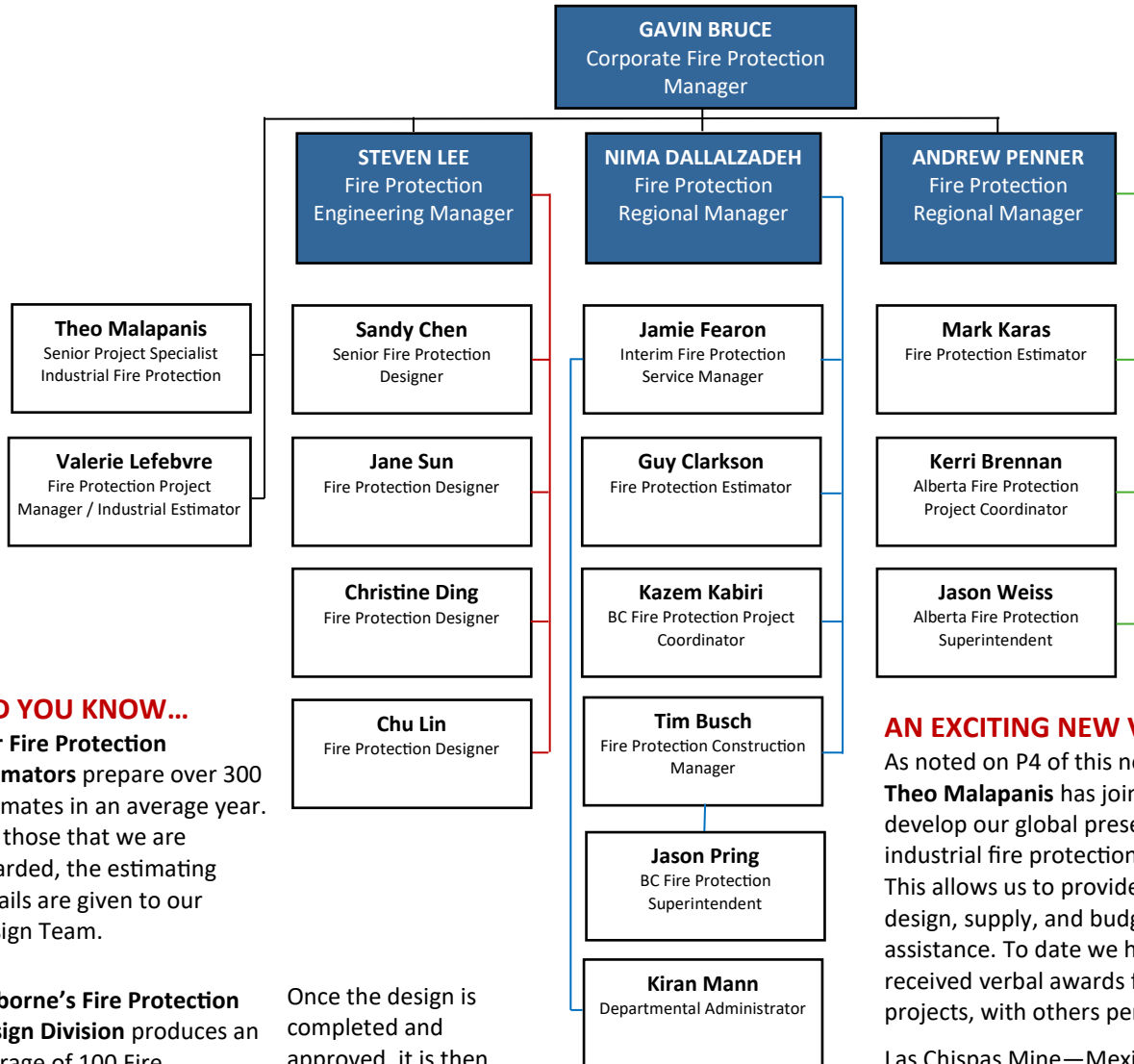
We are excited to announce the implementation of new software at Gisborne that will enable us to continue our commitment to Continuous Improvement, which is one of our four core values.

ToolHound - Using a comprehensive database, coupled with an RFID-based transaction system, ToolHound will enable us to efficiently tracks our tools and equipment in our warehouses and on our projects.

InEight - Project Management Information System. We are very excited to announce the purchase of a new PMIS system which is a key initiative in the growth of our company. **Matt Sarkor**, our Proposals Manager, is being seconded to champion the roll out and onboarding of this system implementation. We also want to send out a big thank you to our evaluation team, lead by **Kaveh Ansari** who spent several months reviewing and analyzing multiple software options.

RE-STRUCTURING OUR FIRE PROTECTION DIVISION

With the growth we are experiencing in this sector, and our goal to continue to expand our business opportunities in this sector, we have re-structured our Fire Protection Division to create roles and reporting structures that will enhance our ability to continue to be a leader in this sector and to expand our opportunities to move into new markets around the world.



DID YOU KNOW...

Our Fire Protection Estimators prepare over 300 estimates in an average year. For those that we are awarded, the estimating details are given to our Design Team.

Gisborne's Fire Protection Design Division produces an average of 100 Fire Protection System Designs every year. These range from a small residential condominium to a multi storey (30—60 floor) residential/commercial complex to schools, hospitals, warehouses right up to complex industrial projects.

Once the design is completed and approved, it is then turned over to our **Fire Protection Construction Team** to do the installation of the system. We can have over 40 projects underway at any given time, throughout Western Canada and the Territories.

AN EXCITING NEW VENTURE

As noted on P4 of this newsletter, **Theo Malapanis** has joined us to develop our global presence in the industrial fire protection sector. This allows us to provide support, design, supply, and budgetting assistance. To date we have received verbal awards for 2 projects, with others pending:

Las Chispas Mine—Mexico
Fire Protection Support
Hycroft Mine—Nevada USA
FEED Study

MAJOR PROJECT UNDERWAY IN EDMONTON

Gisborne is currently installing the Fire Protection Systems for Slingshot's new 3.5 million square foot distribution centre just north of Edmonton Alberta.

With age comes new skills. You can laugh, cough, sneeze and pee all at the same time.



Benefits of Good Mental Health

Canadian Mental Health Association

Just as physical fitness helps our bodies to stay strong, mental fitness helps us to achieve and sustain a state of good mental health. When we are mentally healthy, we enjoy our life and environment, and the people in it. We can be creative, learn, try new things, and take risks. We are better able to cope with difficult times in our personal and professional lives. We feel the sadness and anger that can come with the death of a loved one, a job loss or relationship problems and other difficult events, but in time, we are able to get on with and enjoy our lives once again.

Nurturing our mental health can also help us combat or prevent the mental health problems that are sometimes associated with a chronic physical illness. In some cases, it can prevent the onset or relapse of a physical or mental illness. Managing stress well, for instance, can have a positive impact on heart disease.

Chances are, you are already taking steps to sustain your mental health, as well as your physical health – you just might not realize it.

Three important ways to improve your mental fitness are to get physical, eat right, and take control of stress.

<https://toronto.cmha.ca/documents/benefits-of-good->

Get Ready for Winter

Don't be caught unprepared for the first blast of winter weather. Before the snow flies, have an inspection done on your vehicle to prevent problems.

Cooling System

If it hasn't been done in a while, have your cooling system flushed out with a good chemical cleaner and put in fresh anti-freeze. Check containers, belts, hoses, the pressure caps and thermostat.

Battery and Electrical System

Cold weather is hard on batteries. If your battery is several years old, have it checked. Be sure connections are clean and tight.

Heaters, Defrosters and Wipers

Have them checked to make sure they are operational. Install winter wiper blades and use cold weather washer fluid. Ensure your windshield can give you clear vision of the road and traffic around you.

Tires

Snow tires increase traction in soft snow. Install them on all four wheels. All-season tires on all wheels with good treads are adequate in some regions. Check your tire pressure regularly – for every one 5° C of temperature drop, tire pressure goes down by 1 pound.

BENEFIT INFORMATION

CLAC MEMBERS

Benefit Office	1.888.600.2522
Forms/courses/contact info	www.clac.ca
CLAC Retirement Member Care	1.800.210.0200
Employee Assistance Program	1.844.880.9142

(<http://www.workhealthlife.com>)

CLAC OFFICES:

Lower Mainland Office	1.800.331.2522
Fort St John Office	1.800.331.2522
Kelowna Office	1.866.757.2522
Edmonton Office	1.877.863.5154
Calgary Office	1.403.686.0288

GISBORNE STAFF / NON-UNION EMPLOYEES

Benefit Questions ¹	1.877.422.6487
RRSP Questions	https://www.canadalife.com/
Confidential Counselling	1.877.630.6701

EMPLOYEES ON GISBORNE BENEFIT PLAN

Be sure to register for electronic access to your benefit plan for on line claims, forms and more. Go to: <http://www.inalco.com/english/index.jsp> and click on the **Cyber Client** box in the upper left hand corner of the webpage to register.

¹ Industrial Alliance (extended health/dental coverages) now has an app for iPhone or Android. You can use the app to file your claim electronically or call up an electronic copy of your benefit card .