



BLACKBIRD SECURITY INC.

Update: Statement regarding the Novel coronavirus (2019-nCoV)

First publish date March 2nd , 2020

Date of current status March 13th , 2020

Blackbird Security Inc

Blackbird Security Inc. announces the current status of the Blackbird Security's Team response to the outbreak of novel coronavirus (2019-nCoV), referred to hereinafter as coronavirus.

We are closely monitoring the situation regarding the outbreak of coronavirus.

Blackbird Security Inc Policy:

We are taking immediate measures based on Blackbird Security Inc continuity approach to risks of this nature, including:

1. Protecting the well-being of our clients, employees and their families as a primary focus.
2. Considering the potential for the impact on society by making responsible decisions to support the prevention and / or containment of the situation.
3. Making every effort to continuously provide the services that are needed – as per emergency- plus implementing back-up guards uniform or otherwise where is required by our customers and clients in highly designated populated areas.
4. Making every effort to maintain business in the affected areas.
5. Employees are to continuously practice safe protocols and procedures based on hygiene, sanitation and customer interaction.
6. All staff are to report directly to District Management if they are feel ill , or unable to perform there duties and told to stay home.

Blackbird Security determines the alert level of a situation on a region-by-region, province-by-province basis. This is done by adhering to Blackbird Security's criteria for alert levels, based on announcements made by the World Health Organization (WHO) and the Ministry

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of Health, Labor and on the status of any infection within the Blackbirds Management & Employee teams.

In addition, our Human Resources Director and the Operations Emergency Management Team is established depending on the alert level. All Group subsidiaries are instructed to respond based on the action plan that has been established for the well being of our clients needs, employees and their families, the continuous demand, and business continuity has been established.

On February 28th, 2020 our Human Resources Director has been directly keeping all related information up to date and current with District Managers that now also serve as our Emergency Management Team has been established for coronavirus pandemic. This team is actively monitoring the evolving situation and making decisions accordingly based on the policies outlined above.

Blackbird Security Inc.

The Blackbird Security Inc has subsidiaries in Alberta, Saskatchewan, Manitoba and British Columbia ranging from those focused on Security Guards , TAC , LPO , Elite service(s).

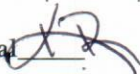
Blackbird Security Employees

We are calling for caution regarding infection prevention and are postponing business trips in all areas. In order to maintain the health of Group employees in Canada and to prevent the spread of infection as much as possible, the Blackbird Emergency Management Team are supporting the clients and employee needs as much as possible and where needed.

As we continue to monitor the situation, if anything should change, we will provide an updated statement and policy procedures will be implemented as deemed necessary.

Blackbird Management

cc. Blackbird Emergency Management Team
cc. Kerri Romanchych | CPHR | HRM Human Resources Director

Acknowledged by Initial 

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