



Four Circles of Safety

Working hard to keep our employees, their families, and the community safe

1. First Circle of Safety: Plant based actions.

a. Cleaning

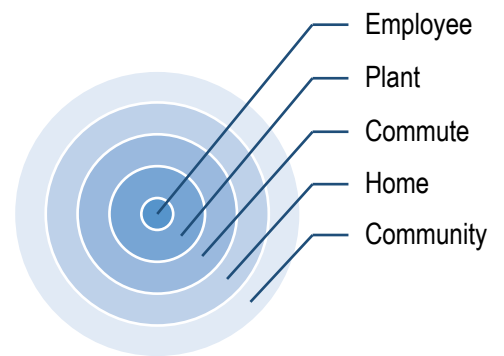
- i. Lunchroom, microwaves, countertops are cleaned three times a day, after every break.
- ii. Door knobs and all community surfaces are cleaned daily.
- iii. Hand sanitizers are placed at all plant entrances with enforcement/compliance signage.
- iv. Deep cleaning of high-use employee areas occurs every weekend and will include, but not be limited to restrooms, locker rooms and the cafeteria.
- v. Daily Duoquat fogging that includes a quaternary ammonium compound.
- vi. Each Sunday the plant undergoes a deep cooler cleaning and Bioluminescence swabbing of equipment.

b. Social Distancing

- i. Partitions have been placed between work stations where employees are in close proximity to their co-worker.
- ii. Employees in areas where partitions could not be installed have been provided face shields for additional protection.
- iii. Cafeteria space has been expanded to promote proper social distancing during breaks and include a staggered schedule to minimize the number of employees utilizing the space at any given time.
- iv. Proper space for physical distancing is provided, and enforced, across all employee areas and the plant production line.

c. Health and Safety

- i. Voluntary testing is provided for all employees and their family members free of charge.
- ii. Non-contact temperature checks are required upon entering the building.
- iii. Masks are provided free of charge and the wearing of them is deemed mandatory at all facilities.
- iv. An in-house nurse is available for immediate medical attention and guidance.



- v. All essential visitors must verify they have not been out of the country, near any positive COVID-19 cases or individuals showing symptoms, and be approved in advance.
- vi. Non-essential visitors are not allowed at the plant.
- vii. Employee and visitor travel between plants is restricted, and if deemed critical, must be approved by management.
- viii. Streamlined production plans have been prepared should staffing levels dip at any point.

2. Second Circle of Safety: Transportation to and from the plants

- a. Upon arrival to and departure from the plant, all vehicles are provided disinfecting wipes to clean high contact and touch points of their vehicle. Employees are on the clock and paid for the extra time spent to keep their vehicles safe.
- b. Upon departure, each person in the vehicle is given two masks: one for the ride home and another for their ride into work the next morning.
- c. Employees have been offered free hotel rooms near the plant should they have any fear of contracting or transferring infection.

3. Third Circle of Safety: Home based actions

- a. Each week there will be a pallet of cleaning supplies with products available for all employees to take home to their families to keep them healthy and safe. This will include hand sanitizer, disinfectant wipes, antimicrobial hand soap and reusable masks for their families to wear.
- b. Stipends have been added to pay checks for the hourly plant employees to buy additional cleaning supplies necessary to keep their families safe while they are at home.
- c. Employees are reimbursed for fees related to grocery or pharmacy curbside pickup or delivery up to two times each week.
- d. Free online medical support and counseling services are available to all employees and their family members.
- e. Benefits have been enhanced to include:
 - i. Additional Paid Time Off
 - ii. Flexible Leave Policy
 - iii. Hazard pay
 - iv. Advance Bonus

4. Fourth Circle of Safety: Our Community

- a. A temporary "Keep Your Family Safe Bonus" for all employees will serve as encouragement to wear masks, use hand sanitizer and practice social distancing when out in the community.
- b. Perdue will fund radio public service announcements (PSAs) in English and Spanish in partnership with county health officials starting to reinforce CDC Guidelines to fight the spread of COVID-19 in our community.