

RENEGADE EMPLOYEES' GUIDELINES AND **RESPONSE**

The health and safety of our Renegade team members is the utmost priority. We, like all of you, continue to monitor the developments of Covid-19. The situation is constantly changing, and our Safety Management Team will monitor any developments that may arise. We will continue to follow the guidelines of the Centers for Disease Control (CDC), along with state and local agencies. If you or a close family member develop Covid-19 symptoms, please notify your manager immediately.

- **Preventative Measures:**

- Stay home if you have tested positive for Covid-19 and have symptoms regardless of your vaccination status
- In close contact with someone with Covid-19 and are not up to date on your vaccinations for 5 days
- Stay home if you have flu like symptoms: cough, fever, headache, sore throat, and shortness of breath.
- All employees will complete training provided on iScout
- Actively encourage immunizations
- Sanitize work area
- Place posters at all locations

- **Actively encourage sick employees to stay home:**

- Employees who have symptoms of acute respiratory illness are recommended to stay home and not come to work until they are free of fever (100.4° F [37.8° C] or greater using an oral thermometer), signs of a fever, and any other symptoms for at least 24 hours, without the use of fever-reducing or other symptom-altering medicines (e.g. cough suppressants). Employees should notify their supervisor and stay home if they are sick.
- Ensure that your sick leave policies are flexible and consistent with public health guidance and that employees are aware of these policies.

Revised 8-5-2022

- Talk with companies that provide your business with contract or temporary employees about the importance of sick employees staying home and encourage them to develop non-punitive leave policies.
- Do not require a healthcare provider's note for employees who are sick with acute respiratory illness to validate their illness or to return to work, as healthcare provider offices and medical facilities may be extremely busy and not able to provide such documentation in a timely way.
- **Perform routine environmental cleaning:**
 - Routinely clean all frequently touched surfaces in the workplace, such as workstations, countertops, and doorknobs. Use the cleaning agents that commonly used in these areas and follow the directions on the label.
 - No additional disinfection beyond routine cleaning is recommended at this time.
 - Provide disposable wipes so that commonly used surfaces (for example, doorknobs, keyboards, remote controls, desks) can be wiped down by employees before each use.
- **Advise employees before traveling**
 - Check CDC Traveler Health Notices for the latest guidance and recommendations for each country to which you will travel.
 - Advise employees to check themselves for symptoms of acute respiratory illness before starting travel and notify their supervisor and stay home if they are sick.
 - Ensure employees who become sick while traveling or on temporary assignment understand that they should notify their supervisor and should promptly call a healthcare provider for advice if needed.
 - If outside the United States, sick employees should follow your company's policy for obtaining medical care or contact a healthcare provider or overseas medical assistance company to assist them with finding an appropriate healthcare provider in that country. A U.S. consular officer can help locate healthcare services. However, U.S. embassies, consulates, and military facilities do not have the legal authority, capability, and resources to evacuate or give medicines, vaccines, or medical care to private U.S. citizens overseas.
- **Additional measures in Response to Currently Occurring Sporadic Importance of Covid-19**
 - Employees who are well but have a sick family member at home with Covid-19 should notify their supervisor and refer to CDC guidelines for how to conduct assessment of the potential exposure.

Revised 8-5-2022

- At this time renegade will notify the entire crew and sanitize any equipment being used by the infected persons. The crew should then follow CDC guidelines on how to proceed.
- Safety Manager/Field Service Manager will notify the client representative as soon as possible of an ill employee that has been on a client's property
- If an employee is confirmed to have Covid-19, employers should inform fellow employees of the possible exposure to Covid-19 in the workplace but maintain confidentiality as required by the Americans with Disabilities Act (ADA). Employee exposed to a co-worker with confirmed Covid-19 should refer to CDC guidelines for how to assess the potential exposure.

Once again, the safety of our team members is always our paramount concern. While the risk remains low, we ask that Renegade employees remain vigilant and let you managers know of any flu-like symptoms before reporting to work.

Date