

Brehob Corporation Pandemic Safe Environment Plan

1. Background Information

A number of pandemic diseases such as HIV/AIDS, Ebola, SARS, Influenza and COVID-19 have caused regional or global epidemics that resulted in high mortality rates or economic losses. The World Health Organisation (WHO) states that “emerging and re-emerging pandemic diseases pose an on-going threat to global health security.”

Population growth and increased interaction between people, animals and the environment over the coming decades are expected to increase the emergence of new pandemic threats, including zoonotic, which have the potential to impact upon Brehob Corporation (“Brehob”) employees.

2. Policy Purpose

This policy outlines Brehob’s intent to minimize the exposure of the Company to pandemic diseases and to effectively respond to this threat should an incident occur.

3. Policy Statement

3.1 Brehob is committed to providing employees, visitors, vendors and contractors with a safe working environment that is free of health hazards, inclusive of pandemic diseases.

3.2 Brehob assigns the highest priority to assessing, minimizing and managing the risks to the Company of being exposed to pandemic diseases.

4. Roles and Responsibilities

4.1 Brehob will:

- Employ enhanced cleaning and disinfecting protocols for the workplace, including regularly cleaning high-touch surfaces;
- Enhance the ability of employees, visitors, vendors and contractors to wash hands or take other personal hygiene measures such as use of hand sanitizer;
- Comply with social distancing requirements established by the Centers for Disease Control (“CDC”), including maintaining six-foot social distancing for both employees and members of the general public when possible and/or employing other separation measures such as wearing face coverings or using barriers;
- subscribe to the CDC, and State health directives and advice, and assess and manage the risks that are identified in these communications;
- monitor and comply with the CDC and WHO ‘do not travel’ warnings and significantly restrict travel to destinations where CDC and WHO advises to ‘reconsider your need to travel’;
- comply with current guidelines for minimizing its exposure to pandemic diseases, such as the CDC Infection Control Guidelines;
- notify state health departments if there is a significant risk that any of its employees, visitors, vendors and contractors have been affected with a pandemic disease, and Brehob will comply with any Government requests to supply the personal information that is associated with these exposures;

- comply with the State's quarantine requirements in response to advice from health departments when there is a significant possibility Brehob's employees, visitors, vendors and contractors pose an infection risk; and
- apply Brehob's Pandemic Policy and Procedures in the event of an emergency that involves a pandemic threat.

4.2 Brehob Employees will:

- consult recent guidelines, issued by WHO, CDC, health departments and other services to assess and manage the risks of travelling to high risk locations;
- ensure that they protect themselves from pandemic diseases and be aware of their health status;
- self-monitor health screenings and not return to work following the current health department guidelines; and
- notify Brehob of any actual or possible disease exposures.

5. Application of Policy

The policy applies to all Brehob employees, visitors, vendors and contractors.

6. Policy Review

The Policy will be reviewed by Human Resources, as necessary.

7. Further Assistance

If you require further information about this policy, you are encouraged to have an initial conversation with your supervisor. If you require additional information, please contact Human Resources, jkennedy@brehob.com or extension 1041.