



# GLOBAL SOLUTIONS

## ANNOUNCEMENT



### A Message From Eriez' CEO Regarding COVID-19

March 18, 2020

As economies around the globe struggle with the dynamic COVID-19 pandemic, Eriez continues to use our fundamental principle, the Golden Rule, as a guide through these challenging times.

The health and safety of our employees and their families, our stakeholders and customers continue to be our top priority. Eriez has made several changes to the way it conducts business per the guidelines set forth by the Centers for Disease Control (CDC) and World Health Organization (WHO) to help prevent and reduce the spread of this contagious and deadly disease.

We have implemented the following policy changes to protect our staff, their families and our customers:

**Employee Travel:** All business travel has been prohibited until further notice. Any extraordinary requests must be reviewed and approved by senior management in advance. All personal travel must be disclosed in advance and any resulting travel may result in a directive to self-quarantine for 14 days upon return.

**Meetings:** We are avoiding unnecessary in-person meetings and encouraging our employees and customers to continue conducting business with established technologies like video conferencing.

**Visitors:** Unscheduled visitors to Eriez are prohibited at this time. All business-critical visitors must be approved in advance and will be screened by phone or email in advance to ensure risk factors are eliminated. Approved business critical visitors will have limited facility access and must follow additional protective measures.

**Communication:** For our customers, you will be able to reach us and communicate with us as normal. Your emails, calls, and other correspondence will be answered and returned as usual.

**Employee Health & Safety:** Many Eriez employees have been asked to work remotely and continue to conduct Eriez business from the safety of their home. Eriez has implemented an organization-wide text messaging alert system to inform employees of developments in this dynamic situation.

All employees have been directed to stay home if they're not feeling well. Any employee reporting to work with potential COVID-19 symptoms such as fever, mild cough or respiratory sickness will be sent home immediately and may not return to work until medically cleared. Our facilities have been directed to modify their cleaning protocols to increase the frequency of disinfecting high-touch and high-traffic areas, and we are reviewing the cleaning products used to ensure they are the most appropriate products for the current need.

We will monitor and adjust these measures as this active situation changes. Above all else, please stay safe and act responsibly during these uncertain times. With your help, we will get through this together.

Tim Shuttleworth  
President & CEO