

# Investing in the Health and Well-Being of Our Employees

## May 2020 Update

At Rose & Shore, Inc., Rite - Way Meat Packers, Inc., and RBR Meat Co., our ability to operate is solely dependent on the health and well-being of our employees.

We are an integral part of our nation's critical infrastructure. Keeping America's food supply operating throughout this pandemic is a serious but essential responsibility. Below is an update on the rigorous investments and procedural changes we have implemented to help our employees feel safe, informed and protected while working in our facilities.

First and definitely foremost, it is vital to know that every leadership decision being made is focused on one goal: how we can reduce the spread of COVID-19 throughout our operations and uphold our fundamental commitment to the health and well-being of all of our employees. We are being extremely vigilant in our processing plant, offices, supply chain and throughout our entire operation, ensuring we not only meet the guidelines of state and local health authorities and the Centers for Disease Control and Prevention (CDC), but that we exceed them.

Our highest priority for the past month has been safeguarding the health of our employees. Management shares daily updates with all of our employees, keeping them aware of new and improved sanitation procedures, ensuring each employee has the knowledge and tools they need to create a safe and healthy workplace. We remain up to date on the latest COVID-19 data, and strive to continue advancing to our procedures, making significant investments to keep our employees protected.

Our enhancements come in ***five*** key areas:

## Employee Health

☞ We are conducting temperature screenings of employees and personnel entering our facilities to help us identify and isolate those who have a fever, one of the common COVID-19 symptoms. Employees who have a temperature higher than 100.3° Fahrenheit are required to return home and remain there until they are fever free for at least three (3) consecutive days (72 hours), without the use of fever-reducing medications.

☞ We also monitor for other common COVID-19 symptoms including respiratory issues. Out of an abundance of caution, employees are instructed to remain at home until at least (7) days has passed since respiratory symptoms such as cough or shortness of breath, first appeared.



# Stay home when sick



↳ Each day, we remind our employees who are sick to STAY HOME.

↳ Our special Emergency Response Pay and Benefits provisions allow for relaxed attendance policies, enabling employees who feel ill to STAY HOME.

↳ We have restricted travel for associates and require employees to adhere to public health guidance of self-quarantining following any necessary travel.

## Safety Measures



We have an ample supply of disposable face masks for all employees and mandate their use; face shields are also supplied for an additional safety barrier.



We have implemented the use of face shields at workstations that require face-to-face interaction on the production floor for increased safety.



As always, our facilities are thoroughly sanitized and disinfected daily, in accordance with our strict sanitation protocol.



We have implemented protocol to keep drivers in their trucks while on our property. We have a restroom available outside for drivers.



We use the advanced technology of an electrostatic gun to disinfect common areas and offices. This instrument contains a powerful solution effective to stop the spread of COVID-19.



All visitors must follow the same protocol as employees for temperature checks and other precautions.



Visitors are restricted to only those classified as essential by the general manager and must complete a health screening before entering the facility.



We have increased the frequency of sanitation for employee common areas, such as eating areas, locker rooms, handrails, doors, and other frequent-contact surfaces.



We have increased the number of hand sanitization stations and have strategically placed them in easily accessible areas.

## Social Distancing



We have installed plexiglass dividers at cafeteria tables and other locations throughout the facility to provide safety barriers between employees.



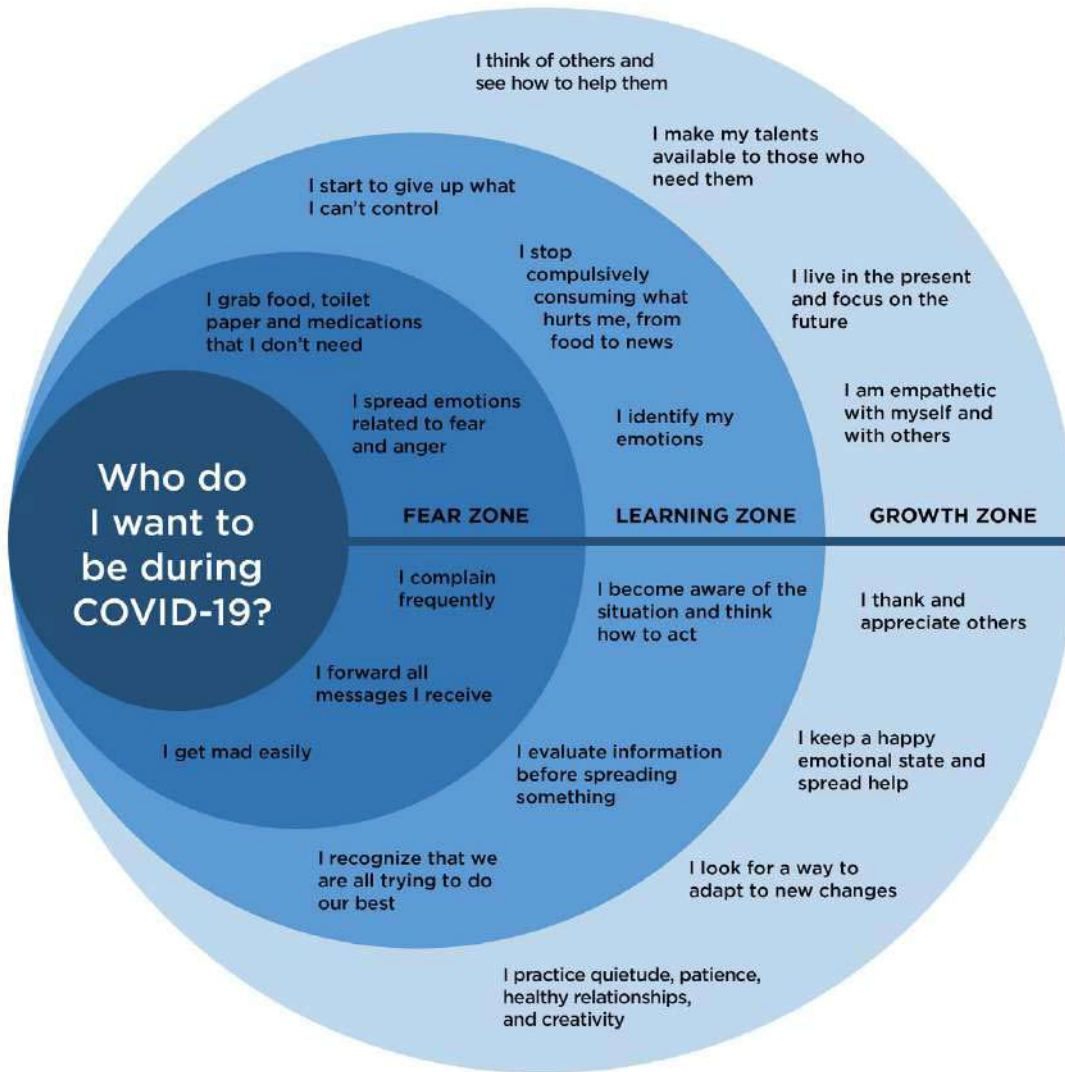
Employee break and lunch schedules have been staggered to reduce congestion in hallways, break areas, locker rooms and other common areas.



We have expanded physical space by removing lunchroom tables near the time clocks to allow employees to practice increased social distancing.

We continue to educate our employees and share social distancing guidelines and practices.





## Increased Employee Communications

- We regularly communicate plant news, hygiene practices, local health resources and stay-at-home orders in our tailgate meetings.
- We encourage employees to limit their exposure outside of essential errands and work.
- We utilize our company bulletin board to enable additional information sharing and to allow employees to read through material from our local health department and state.
- We continually remind employees throughout the day about social distancing from one another.

## Engagement with City and County Health Departments

- Our plant teams are having open dialogue with employees to comply with regulations set forth by city, county, state and national health authorities. We are vigilant about following the guidance of the CDC, as well as state and local health authorities.
- Our President, along with other senior leaders, are in frequent contact with state officials to discuss what resources we need to operate safely. We provide them with any information they need to ensure they can make informed decisions for our community and our city.
- Our management teams are in regular contact with our local health department. We believe it is critical to keep our employees feeling safe, both in the workplace, and in their communities in which they live. This is a mission we take very seriously.

We recognize that because this pandemic is constantly evolving, we will need to continue making advancements to our protocols. We are confident with our commitment and dedication to safety that we will remain an industry leader in protecting employee health and well-being.

Our latest updates will always be available at [www.roseandshore.com](http://www.roseandshore.com)

