



Coronavirus (COVID-19) company policy

In this **Coronavirus (COVID-19) company policy**, you will find all the essential guidelines employees should follow during the coronavirus outbreak and temporary alterations of existing sick leave and work from home policies.

Policy brief & purpose

This company policy includes the measures we are actively taking to mitigate the spread of coronavirus. You are kindly requested to follow all these rules diligently, to sustain a healthy and safe workplace in this unique environment. It is important that we all respond responsibly and transparently to these health precautions, we assure you that we will always treat your private health and personal data with high confidentiality and sensitivity.

This coronavirus (COVID-19) company policy is susceptible to changes with the introduction of additional governmental guidelines.

Scope

This coronavirus policy applies to all of our employees who physically work in our sites. We strongly recommend to our remote working personnel to read through this action plan as well, to ensure we collectively and uniformly respond to this challenge.

Policy elements

Here, we outline the required actions employees should take to protect themselves and their co-workers from a potential coronavirus infection.

Self-isolation /Sick leave arrangements:

- If you have symptoms, such as cough/ fever request sick leave and self-isolate for a period of two weeks or work from home, if possible.

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- If you have a positive COVID-19 diagnosis, you can return to work *only after* you have fully recovered, or after 14 calendar days.

Work from home requests:

- If you are feeling ill, but you are able to work, you can request to work from home, where applicable.
- If you have recently returned from areas with a high number of COVID-19 cases, we will ask you to work from home for 14 calendar days and return to work only if you are fully asymptomatic. You will also be asked not to come into physical contact with any colleagues during this time.
- If you have been in close contact with someone infected by COVID-19, with high chances of being infected yourself, self-isolate or request to work from home. You will also be asked not to come into physical contact with any colleagues during this time.
- If you are a parent and you have to stay at home with your children, request work from home. Follow up with your manager or departmental leader to make arrangements and set expectations.
- If you need to provide care to a family member infected by COVID-19, request work from home. You will only be permitted to return to work 14 calendar days after the diagnosis. You will also be asked not to come into physical contact with any colleagues during this time.

Travelling/commuting measures:

- All work trips and events - both domestic and international - will be cancelled/postponed until further notice.
- In-person meetings should be done virtually where possible, especially with non-company parties (e.g. candidate interviews and partners).
- If you normally commute to work by public transportation and do not have other alternatives, you can request to work from home as a precaution.
- If you are planning to travel voluntarily to a high-risk country with increased COVID-19 cases, we will ask you to work from home for 14 calendar days. You will also be asked not to come into physical contact with any colleagues during this time.

General hygiene rules:

- Wash your hands regularly, especially after using the toilet, before eating, and if you cough/sneeze into your hands (follow the 20-second hand-washing rule). You can also use the sanitisers you will find around the site.

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- Cough/sneeze into your sleeve, preferably into your elbow. If you use a tissue, discard it properly and clean/sanitise your hands immediately.
- Open the windows regularly to ensure open ventilation.
- Avoid touching your face, particularly eyes, nose, and mouth with your hands to prevent from getting infected.
- If you find yourself coughing on a regular basis, avoid close physical contact with your co-workers and take extra precautionary measures (such as self-isolation).

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