

COVID-19 Response and Company Policies as of 3/23/2020

As Redzone continues to monitor the situation with Coronavirus (COVID-19), the Redzone leadership team would like to confirm its position and key policies that are relevant to customers, with the priority being to minimize any risks to staff and customers while continuing business operations during this period.

At Redzone we see it as a duty to help our Redzone Community continue to supply food to our nation in this disruptive period and regard the food supply chain as an ESSENTIAL service with the workforce in these plants an ESSENTIAL worker. Now more than ever our customers' need to be able to produce their products in a productive and food safe manner. Demand for food will continue and many customers will see an increase in demand during this period.

With the World Health Organization (WHO) now defining COVID-19 as a pandemic it is clear that a portion of the population will contract the virus at some point, which will put a further strain on what is already a tight labor market. From discussions with customers both large and small throughout North America our customers are anticipating further labor shortages if staff are infected and are required to self-isolate or people are required to stay at home with children if schools close their doors. Doing more with less, being productive and agile will be more important than ever in this disruptive period and at Redzone we are committed to helping our customers do that while taking extra precautions.

Redzone Response to Covid-19

Covid-19 Task Force

Redzone has created an internal task force to monitor the daily situation and ensure we are following the latest guidelines from state and federal governments as well as the CDC and WHO.

This team meets daily, to review the health and wellness of our workforce and check on the status of customers in relation to the virus. Additionally, the task force defines and documents any changes to policies as the situation evolves, with the first priority being the safety of our employees and customers.

REDZONE COMMUNITY

COVID-19 Response

March 23, 2020

Health & Welfare

We have done a full audit of our team to check if they or an immediate member of their family has been to any of the international areas that have experienced high numbers of cases in the last 90 days. We can confirm that no one has been to these areas. To provide a level of assurance to customers, our on-site coaching team are self certifying on a weekly basis to confirm they are not showing symptoms and have taken relevant precautions. If you would like additional information on where your coach has traveled recently, we are happy to provide details.

We have implemented a 14 day 'stay at home' policy for anyone showing cold, flu or cough like symptoms. Staff are required to immediately report to our task force if they have symptoms, so they are 'grounded' and alternative arrangements can be made if this impacts planned onsite work. No staff members from Redzone will arrive at your facility with any symptoms.

We have completed hygiene awareness training with all employees and this is being re-enforced with frequent communications. We have educated the team about the importance of social distancing to reduce the spread of the virus.

We have shipped wipes and sanitizer to all remote employees and encourage their frequent use.

Business Operations

We see it is our duty to keep American food manufacturing turning and regard the food supply chain as an essential service.

We have moved all internal meetings to video conference and have suspended all air travel for 4 weeks starting March 23 and have moved to remote coaching where possible. We postponed our attendance at trade shows and conferences and suspended our own program of events to minimize exposure at large gatherings of people.

The Redzone team are accustomed to remote working so we don't anticipate any reduction in our efficiency and effectiveness. Our support and technical teams are prepared and ready to continue business operations from their home offices should it be required as per our business continuity plan.

All international travel has been postponed until further notice.

We understand that some customer will be experiencing record volumes and others reduced volumes, we are here to assist & ensure our Redzone community and their employees remain safe & productive over this period.

As always we value our partnership and want to remain in close communications through this period. Should you have any questions regarding our policy or need assistance please get in touch with your lead coach or account manager.