

COVID-19:

You can count on the Windom facility to stay true to its history of executing business with integrity. We will maintain operational stability while prioritizing the health of our employees, our animals, and our communities. Our COVID-19 measures continue to evolve and adjust.

These measures began months ago as we continued to learn more about the outbreak, and we continue to evolve and adjust these measures to make sure we meet our obligation to take care of our employees, our animals and our communities:

- We have set-up a COVID-19 Response Team, which is a combination of leaders from across the company who are dedicated to planning and implementing new preventative measures.
- We've developed a company COVID-19 Response Plan alongside the direction of our Public Health Expert. This plan covers the immediate response and the key activities that need to happen when we are made aware of a positive COVID-19 case within the company. This plan has been reviewed by Minnesota Department of Health officials.
- We continue to purchase and provide our employees with personal protective equipment the best we can so that they can do their jobs as safely as possible, including:
- We've implemented daily health checks that require all HyLife Foods Windom employees to answer COVID-19 related questions before being permitted to enter into a HyLife workspace. If employees show symptoms or have come in contact with someone who has flu-like symptoms, they are immediately sent home and provided with further support.
- We use a thermal scanning camera as a part of our daily health checks at our plant in Windom to provide our teams with another level of protection.
- We have added barriers between employees on the production floor and welfare spaces to maximize physical distancing.
- We created an internal campaign through video messages, posts on our internal app and graphics displayed throughout our company spaces, urging our employees to make responsible choices to help prevent the spread of COVID-19.
- We recognized the resiliency and determination of our employees by providing appreciation bonuses.
- We have suspended all company travel based on the government's guidelines.
- All employees are asked to cancel personal travel outside of their home countries.
- We have created a work from home plan for as many of our employees as possible and where it isn't possible, we are taking extra precautions to make sure we are physical distancing.
- We have continued to create new spaces at our processing plant site in Windom to continue to increase space available for employee breaks to help maximize physical distance where possible.
- We have restricted all third parties from entering HyLife workplaces.
- We are taking measures to minimize paper transactions across the company.
- We have placed extra cleaning and sanitation in common areas.
- We have provided voluntary Serology testing to understand the current level of exposure and help to determine next steps to better protect our employees.

HyLife's Public Health Expert: <https://hylife.com/hylifes-public-health-expert/>