

Bayer US summer field operations

The US summer field operations program is right around the corner and we are excited to have you join our team. This letter includes some important information about COVID-19 that we would like you to know about as you prepare to start your role with us.

The health and safety of our team and the community in which we live and work are of utmost importance and our highest priority. At this time Agriculture and Agricultural Research are deemed critical operations by the government and therefore we are continuing operations moving forward with enhanced protocols.

In keeping with our commitment to the health, safety, and well-being of our workers, Bayer has developed guidelines and protocols that take into consideration government guidance, community and public health data, and evolving safety standards. Bayer is also committed to communicating with workers regularly as the pandemic situation evolves, including providing you with information as you prepare for your first days at one of our locations.

Below is important information you need to know:

1. EVERY worker will be screened daily when they come to work, including temperature screening. This includes a questionnaire that you will be asked to review prior to entering the site on your first day on the job. This same pre-entry screening will continue every day until further notice. Included with this letter is a copy of the workplace questionnaire for your review prior to your first day on site.
 - a. If any questions are answered yes, we will ask that you go home or stay home and provide you with additional instructions, including consulting with your medical provider. You may also be asked to speak with the Bayer North American Occupational Medicine (NAOM) team for screening for COVID-19 and for clearance to return to work.
 - b. If you have contact with someone, whether at work or on personal time, who may have COVID-19, you will be asked to not enter the workplace for a period of 14 days. These instances should be called in to the Bayer NAOM at 1-855-435-5262 or the site nurse. All information provided will be held in confidentiality.
2. You will be required to complete training on safety, hygiene, and distancing protocols at the site.
3. Social/physical distancing is an important part of preventing the spread of the disease. Where feasible, all activities will be done maintaining 6 foot (2m) of distance between you and your fellow colleagues. Where this cannot be done, you will be provided a face mask (surgical mask) to wear. Any exceptions will be worked through with your manager.
 - a. Additional preventative measures to be implemented at Bayer operations, include but are not limited to:
 - i. Regular cleaning and disinfecting of vehicles, buses, portable toilets, and other frequently touched objects and surfaces using EPA approved disinfectants for use against COVID-19.
 - ii. Increased availability of hand washing stations and hand sanitizer.
 - iii. Assigning seats to bus riders.
 - iv. Signage for personal hygiene reminders in common areas.
 - v. Additional information may be provided at your request.

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- b. You will be expected to comply with the expectations of your workplace every day.
- 4. In certain locations, you may be required to wear a cloth mask due to state or local regulations. Please know, you may choose to wear a cloth face covering at any time unless a Bayer provided surgical mask is required where social distancing cannot be observed. All social distancing measures are in effect until told otherwise.
- 5. Please know that guidance is subject to change. We are looking forward to this growing season and to working together to achieve success in a safe and productive way.

By signing below, I acknowledge receipt and understanding of this letter.

Please sign and return one copy to your supervisor.

Worker Name: _____

Worker Signature: _____ Date: _____

In cases where the agricultural worker is under 19, this letter must be signed by a Parent or Legal Guardian.

Parent/Legal Guardian Signature: _____ Date: _____