


Changes to AGC Biologics Coronavirus Requirements and Guidance – 15DEC20

- (#13) The quarantine time for close contact persons has been changed to 10 days (without a COVID test) and symptom free or 7 days (with a negative COVID test day 4 and day 6) and symptom free.
- (#14.b.) A person is a close contact if the contact with a COVID positive person occurred 2 days before illness onset (or, for asymptomatic patients, 2 days prior to positive diagnosis of the COVID positive person) The previous requirement was 6 days prior to a positive diagnosis.
- (#15 - *New*) Persons who have tested positive for COVID and recovered, and later are in close contact with a COVID positive person, will not need to quarantine or be tested again for up to 3 months as long as they do not develop symptoms.



| COVID-19 – Health Decision Matrix | | | | | | |
|-----------------------------------|---|--|--|---|--|--|
| Cat. | Your Condition | What should I do? | Who Should I inform? | When can I come back to work? | How is absence compensated? | |
| 1 | You are someone diagnosed with COVID-19, (based on symptoms alone or positive test result) | Isolate | <p>EHS, HR & your Manager – Mandated – at time of testing and when results received</p> <p>In the interests of privacy and calm please do not inform your colleagues</p> <p>EHS CONTACTS BELOW:</p> <p>Global EHS David Steinbacher dsteinbacher@agcbio.com 206-375-0427</p> <p>Seattle EHS Shyam Mahanti smahanti@agcbio.com 425-205-7355</p> <p>Boulder EHS Eduardo Zuno ezuno@agcbio.com 303-319-5113</p> <p>EU EHS Shahida Hamid shamid@agcbio.com 22656902</p> | <p>(A) >72 hours after being symptom free without medication and at least 10 days since symptoms first appeared</p> <p>(B) Cleared by a medical professional, or</p> <p>(C) Symptom free and at least 2 negative tests in a row, 24 hours apart and cleared by a medical professional</p> <p><u>If asymptomatic:</u></p> <p>(A) 10 days from the date of the test, or</p> <p>(B) have two consecutive negative tests ≥ 24 hours apart.</p> | The normal sick leave procedure applies, you should register your absence as sick days in Orkide. | |
| 2 | You are someone being tested for COVID-19 because you are showing symptoms | Quarantine until test results are known and proceed according to correct category. | | After testing negative for COVID-19 and symptoms are gone. | Since AGC is requesting that you do not come on site during the quarantine period, AGC will compensate fully for this absence. For your Orkide registration use absence code 90-quarantine COVID. | |
| 3 | You are someone who is symptom free but has had Close Contact with a person diagnosed with COVID-19 | Quarantine required per guidelines or where applicable per government regulations: Two (2) consecutive negative results (1 st test 4 days after last day of known risk, 2 nd test 6 days after known risk) | | <p>After Quarantine per guidelines or where applicable per government regulations: Two (2) consecutive negative results (1st test 4 days after last day of known risk, 2nd test 6 days after known risk)</p> | Applicable to Category 3. Since AGC is requesting that you do not come on site during the quarantine period, AGC will compensate fully for this absence. For your Orkide registration use absence code 90-quarantine COVID. | |
| 4 | You are someone who is symptom free who has returned from an international flight.** This does not apply to domestic and travel to and from approved zones governed by the site's home country. | ** Observe requirements of home country upon return | | | Applicable to Category 4. The employee will not get any payment from the company in this situation <u>for the quarantine period</u> , but can use up their holiday days. If you are COVID-positive then see cat 1 and the normal sick leave procedure applies. | |
| 5 | You are someone who is symptom free but has had Close Contact with someone being tested for COVID19 | Quarantine required until test results are known and proceed according to correct category. | | Proceed according to correct category depending on the test results for the Close Contact | Since AGC is requesting that you do not come on site during the quarantine period, AGC will compensate fully for this absence. For your Orkide registration use absence code 90-quarantine COVID. | |
| 6 | You are someone who is symptom free, though are an At Risk Person due to age, pregnancy or an existing health condition (heart, respiratory, diabetes, immuno-suppressed). | You have the option to Quarantine | | On consultation with EHS, HR and your manager. | <p>i. 1st step is to spend accrued overtime</p> <p>ii. 2nd step is to use your AGC days</p> <p>iii. 3rd step is to use vacation</p> <p>iv. 4th step is to escalate and make arrangements with your manager, local HR, LT member and GM to discuss options.</p> | |
| 7 | You are not in Cat. 1 & 2 and are feeling sick (all conditions) | Go home immediately & consult a medical professional | | If you are symptom free you can return >48 hours after being symptom free without medication. | The normal sick leave procedure applies, you should register your absence as sick days in Orkide. | |
| 8 | You are someone who is symptom free who has been asked to take part in or volunteer for any COVID testing for informational purposes or being tested as a precaution. | Exercise Caution | | N/A | N/A | |
| 9 | You are someone who is symptom free though has taken a domestic US flight within the last 10 days (Note: quarantine may be required based on requirements of the State or Territory visited) | | | | | |
| 10 | You are someone who is symptom free but has had Close Contact with someone at Category 3 – 6 | | | | | EHS, HR & your Manager – Discretionary |
| 11 | You are symptom free and have not had Close Contact with any of the levels above | | | | | No action required. |

Examples

- You are tested positive with COVID-19
 - you cannot come to site before tested negative and symptom free.
- You/someone in your household have/has been in close contact with a person tested positive for COVID-19
 - You cannot come on site before you/your household member are/is tested negative.
- You have been in close contact with a person being tested for COVID-19
 - you cannot come on site
- You or someone in your household have/has “COVID symptoms”
 - you cannot come on site
- You are being tested for COVID for precaution reasons
 - you can come on site

Examples

- AGC employee in quarantine due to someone in household is ill with COVID - 19 symptoms
 - AGC employee's household member is being tested for COVID (1'st level)
 - AGC employee is symptom free (2nd level) – can't come on site before a negative test result of the household member but can come on site even if the household member is still not symptom free but has a negative result
- AGC employee in quarantine due to household member has had close contact with a COVID-pos person
 - Diagnosed with COVID - AGC employee's *household member's colleague/friend/class mate with whom they have had close contact (1st Level)
 - No symptoms but will be tested - AGC employee's household member (day 4 and day 6) (2nd Level)
 - AGC employee – as the AGC employee lives in same house with the household member who is to be tested then AGC employee is quarantined until COVID-neg test results for the household member are obtained
 - the AGC employee is 3rd Level to the COVID person BUT 2nd level to their household member being tested for COVID)

*(household member: spouse/partner/child)

Examples

- AGC employee in quarantine due to a household member has tested positive for COVID-19.
 - Diagnosed with COVID (with or without symptoms) - AGC employee's household member (1st Level)
 - AGC employee is living with the COVID positive household member (2nd Level)
 - as the AGC employee lives in same house with the COVID-positive then unless 100% isolation is possible there is a continuous risk of the AGC employee getting COVID. The AGC employee has a long quarantine period:
 1. the household member's 10 days quarantine (after first symptoms or in case of no symptoms a COVID-pos test result). In this period the AGC employee cannot come to the site.
 2. AGC employee's 10 day quarantine starts from the 11th day after household member getting COVID.

The 10 day quarantine can be reduced if the AGC employee has two neg tests on day 4 and day 6 test during their own quarantine period.