



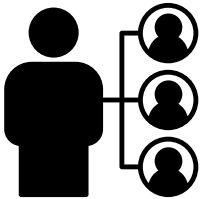
SKYMINT™
BRANDS

**COVID-19
PREVENTION, PREPAREDNESS
AND RESPONSE PLAN**

INTRODUCTION

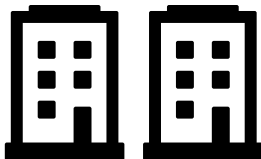
Skymint Brands takes the health and safety of our employees very seriously. With the spread of the Coronavirus Disease 2019 (COVID-19), Skymint Brands remains vigilant in mitigating an outbreak in the workplace. The company was deemed “essential” during this Declared National Emergency. In order to be safe and maintain operations, we have developed this COVID-19 Exposure Prevention, Preparedness and Response Plan which has been implemented, to the extent feasible and appropriate, throughout all Skymint Brands sites and at all of our construction sites. The company has identified the Director of Safety and Security as the person responsible for monitoring the guidance that the U.S. Department of Human and Health Services’ Center for Disease Control and Prevention (CDC) and Occupational Safety and Health Administration (OSHA) continues to make available. This plan is based on information from the CDC and OSHA at the time of development and is subject to change based on updated information from the CDC, OSHA or other public entities as it becomes available. Skymint Brands may amend this plan based on operational needs.

MANAGERS



All managers must be familiar with this plan and be ready to answer questions from employees. Managers must set a good example by following this plan at all times. This involves practicing good personal hygiene and jobsite safety practices to prevent the spread of the virus. Managers must encourage this same behavior from all employees. Any questions regarding this plan should be directed to the Director of Safety and Security or Human Resources.

LOCATIONS



At each Skymint Brands location a site-specific Manager has been designated to monitor and oversee the implementation of this plan. If a Manager is not on site, an on-site employee may be designated for this role.

ABOUT COVID-19

COVID-19 is a respiratory disease caused by the SARS-CoV-2 virus. It has spread from China to many other countries around the world, including the United States. COVID-19 has rose to the level of pandemic effecting daily life including travel, trade, tourism, food supply chain, and financial markets.

Skymint Brands has developed this COVID-19 plan based on other infection prevention and industrial hygiene practices. It focuses on the need to implement engineering controls, administrative and work practice controls and personal protective equipment (PPE), as well as considerations for doing so.

Skymint Brands employees and all contracted employees shall use this plan to help identify risk levels in the workplace and to determine any appropriate control measures to implement. Any suggestions for improvement should be submitted to the Director of Safety and Security or Human Resources. Changes to the plan may occur as new information about the virus, its transmission, and impacts, become available. The CDC provides the latest information about COVID-19 and the global outbreak at www.cdc.gov/coronavirus.

This guidance is advisory in nature. It is not a standard or a regulation and it neither creates new legal obligations nor alters existing policies created by Skymint Brands, OSHA standards or the Occupational Safety and Health Act (OSH Act). Pursuant to the OSH Act, Skymint Brands will comply with safety and health standards and regulations issued and enforced by the State of Michigan and OSHA. The OSH Act's General Duty Clause, Section 5(a)(1), requires Skymint Brands to provide our employees with a workplace free from recognized hazards likely to cause death or serious physical harm.

SYMPTOMS



FEVER



COUGH



SHORTNESS
OF BREATH

Infection with SARS-CoV-2, the virus that causes COVID-19, can cause illness ranging from mild to severe and, in some cases, can be fatal. Symptoms typically include fever, cough, and shortness of breath. Some people infected with the virus have reported experiencing other non-respiratory symptoms. Other people, referred to as asymptomatic cases, experience no symptoms at all.

SYMPTOMS OF COVID-19 MAY APPEAR IN AS FEW AS 2 DAYS OR AS MANY AS 14 DAYS AFTER EXPOSURE.

HOW COVID-19 SPREADS

Although the first human cases of COVID-19 likely resulted from exposure to infected animals, an infected person can spread SARS-CoV-2 to other people. The virus is thought to spread mainly from person-to-person, including:



CLOSE CONTACT

Between people who are in defined close contact with one another (within six feet for a total of 15 combined minutes over a 24 hour period).



RESPIRATORY DROPLETS

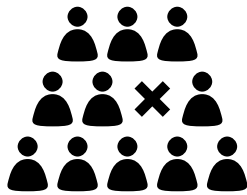
Through respiratory droplets produced when an infected person coughs or sneezes. These droplets can land in the mouth or noses of people who are nearby or possibly inhaled into the lungs.

It may be possible that a person can get COVID-19 by touching a surface or an object that has SARS-CoV-2 on it and then touching their own mouth, nose or possibly their eyes, but this is not thought to be the primary way the virus spreads.

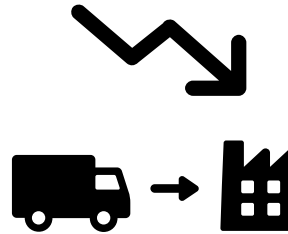
People are thought to be the most contagious when they are symptomatic (i.e. experiencing fever, cough, and/or shortness of breath). Some spread might be possible before people show symptoms; there have been reports of this type of asymptomatic transmission with this virus but this is also not thought to be the main way the virus spreads. Although the United States has implemented public health measures to limit the spread of the virus, it is likely that person-to-person transmission will continue to occur.

HOW THE COVID-19 OUTBREAK COULD AFFECT GPI / SKYMINT

Similar to influenza viruses, SARS-CoV-2, the virus that causes COVID-19, will cause extensive outbreaks. Under conditions associated with the widespread person-to-person spread, multiple areas of the United States have seen impacts at the same time. In the absence of a vaccine, the outbreak will likely continue for an extended period of time. Skymint Brands has already experienced increased absenteeism, reduction in the ability to receive goods/supplies and a change in consumer demands at retail locations.



INCREASE
ABSENTEEISM



REDUCTION IN
RECEIVING
GOODS/ SUPPLIES



CHANGE IN
CONSUMER
DEMAND

REDUCING EMPLOYEE EXPOSURE TO COVID-19

Skymint Brands has implemented many protocols to reduce the risk of exposure. Many considerations were made prior to implementing protocols. Skymint Brands continues to evaluate recommendations from the CDC, the State of Michigan and other local authorities to ensure compliance and protect employees and customers. Skymint Brands has instituted a COVID-19 committee to ensure safe practices are followed as the pandemic continues.

EMPLOYEES HAVE BEEN ENCOURAGED TO IMPLEMENT GOOD HYGIENE AND INFECTION CONTROL PRACTICES INCLUDING:



HAND WASHING

Frequent and thorough hand washing. If soap and hand sinks are not readily available, employees have been provided with hand sanitizer containing at least 70% alcohol



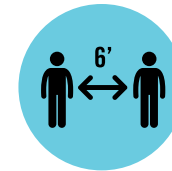
**STAY HOME
IF SICK**

Encouraging employees to stay home if they are sick



**COVER COUGHS
AND SNEEZES**

Encouraging respiratory etiquette, including covering coughs and sneezes



**SOCIAL
DISTANCING**

Maintaining social distancing of at least six feet

REDUCING EMPLOYEE EXPOSURE TO COVID-19

Skymint Brands has procedures in place for prompt identification and isolation of sick people. Those procedures include:

REQUIRING EMPLOYEES AND CONTRACTORS TO SELF-MONITOR FOR SIGNS AND SYMPTOMS OF COVID-19 IF THEY SUSPECT POSSIBLE EXPOSURE

ALL EMPLOYEES AND CONTRACTORS ARE REQUIRED TO COMPLETE A MEDICAL QUESTIONNAIRE TO DETERMINE IF THEY ARE OR HAVE SHOWN SIGNS OR SYMPTOMS OF COVID-19. AT ALL SKYMINT BRANDS LOCATIONS, TEMPERATURE SCREENING IS REQUIRED ON A DAILY BASIS. THE QUESTIONNAIRE INCLUDES THE FOLLOWING QUESTIONS:

Have you or someone in your household, traveled to any location on the CDC travel alert list over the past 14 days. At this time, that includes, Austria, Belgium, Czech Republic, China, Denmark, Estonia, Finland, France, Germany, Greece, , Hungary, Iceland, Iran, Ireland, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malaysia, Malta, Monaco, Netherlands, Norway, Poland, Portugal, San Marino, Slovakia, Slovenia, South Korea, Spain, Sweden, Switzerland, the United Kingdom, and Vatican City.

Have you been in close contact with anyone who has traveled within the last 14 days to any location on the CDC travel alert list over the past 14 days. At this time, that includes, Austria, Belgium, Czech Republic, China, Denmark, Estonia, Finland, France, Germany, Greece, , Hungary, Iceland, Iran, Ireland, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malaysia, Malta, Monaco, Netherlands, Norway, Poland, Portugal, San Marino, Slovakia, Slovenia, South Korea, Spain, Sweden, Switzerland, the United Kingdom, and Vatican City.

Have you had close contact with or cared for someone diagnosed with COVID-19?

Have you experienced any flu-like symptoms in the last 14 days (including fever, cough, sore throat, respiratory illness, difficulty breathing)?

DAILY SCREENING OF ALL EMPLOYEES AND CONTRACTORS HAS BEEN IMPLEMENTED AT ALL SKYMINT BRANDS LOCATIONS. A LOG OF THIS SCREENING PROCESS IS MAINTAINED AT EACH LOCATION

FACE COVERINGS AND FACE MASKS ARE PROVIDED TO ALL EMPLOYEES AND ARE REQUIRED AT ALL GPI/ SKYMINT LOCATIONS

SICK EMPLOYEES HAVE BEEN TOLD TO STAY HOME

SKYMINT BRANDS HAS SICK POLICIES THAT ARE CONSISTENT WITH PUBLIC HEALTH GUIDANCE. EMPLOYEES ARE AWARE OF THESE POLICIES.

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REDUCING EMPLOYEE EXPOSURE TO COVID-19

Skymint Brands has used a framework called the “hierarchy of controls” to select ways of controlling workplace hazards. In other words, the best way to control a hazard is to systematically remove it from the workplace, rather than relying on employees to reduce their exposure. During a COVID-19 outbreak, when it may not be possible to eliminate the hazard, the most effective protection measures are (listed from most effective to least effective) are: engineering controls, administrative controls, safe work practices (a type of administrative control) and PPE. There are advantages and disadvantages to each type of control measure when considering the ease of implementation, effectiveness and cost.

ENGINEERING
CONTROLS

ADMINISTRATIVE
CONTROLS

SAFE WORK
PRACTICES

PPE

WORK FROM HOME

As an essential business, Skymint Brands must have employees on site to support operations, safety, security, compliance and retail sales. These positions cannot be performed from home. Those employees that can feasibly work from home are required to do so.

ENGINEERING CONTROLS

Engineering controls involve isolating employees from work-related hazards. In workplaces where they are appropriate, these types of controls reduce exposure to hazards without relying on employee behavior and can be the most cost-effective solution to implement. Examples of engineering controls implemented by Skymint Brands include:

Removed chairs from the conference rooms at headquarters (HQ) and Silo

Separated open-air office spaces at HQ

Added HEPA filters at all Skymint Brands locations

Moved some HQ employees to Skymint Brands retail office space

To the extent possible, requiring meetings and trainings to be conducted via telephone or video conferencing

Changing work schedules of employees to limit the total number of employees working in a location

Signs have been posted reminding employees of good and proper hygiene

Removed water bottles at HQ and Silo

Larger cups and sleeves added for water at production facilities reducing the number of trips to the water station

All employee breaks moved to employee vehicles (or designated outdoor areas at HQ and Silo)

Revised food policies at all locations:

No potlucks/sharing of food

Any food provided by Skymint Brands will be provided by a licensed vendor following all CDC recommendations regarding food

Floor markings added at retail to encourage social distancing

Floor markings added at HQ to encourage social distancing

Sales floor at retail have been opened, where allowed for based on occupancy. Occupancy will continue to be compliant with all State of Michigan requirements.

Awareness training for all employees 6/3/2020; refresher training 11/2020

All new employees receive Awareness training at orientation

All retail locations have curbside service available

ADMINISTRATIVE CONTROLS

Administrative controls require action by the employer or employee. Typically, administrative controls are changes in work policy or procedures to reduce or minimize exposure to a hazard. Examples of administrative controls implemented by Skymint Brands include:

Encouraging sick workers to stay at home

Implementing remote working for eligible employees

Restricting contractor access to all facilities on a case-by-case basis

Changing work schedules of some employees

Maintaining regular housekeeping practices, including routine cleaning and disinfecting of surfaces, equipment and other elements of the work environment. When choosing chemicals, Skymint Brands has consulted the Environmental Protection Agency (EPA) approved list of disinfectants with claims against COVID-19

Deep cleaning of production facilities implemented

Additional personnel hired/contracted to increase cleaning capabilities

Those individuals assigned to cleaning have been instructed to follow the manufacturer's instructions for use of cleaning products (e.g. concentration, application method, contact time, PPE)

Discontinuing nonessential travel

Implemented procedures to ensure clean tools and machines

Implemented procedures to reduce personal contact during deliveries

Discouraging ride sharing

Eliminating contracted production employees effective April 1, 2020

SAFE WORK PRACTICES

Safe work practices are types of administrative controls that include procedures for safe and proper work used to reduce the duration, frequency and intensity of exposure to the hazard. Examples of safe work practices implemented by Skymint Brands include:

Providing resources to promote personal hygiene (hand sanitizer and PPE)

Posting hand washing signs

Requiring masks

Requiring face shields for employees that are not able to maintain social distance

Limiting the shared use of tools and equipment. To the extent tools must be shared, tools and equipment will be regularly cleaned

Procedures where water bottles were washed at HQ and Silo and shared by employees was eliminated

PPE (PERSONAL PROTECTIVE EQUIPMENT)

While engineering and administrative controls are considered to be more effective in minimizing exposure to COVID-19, PPE is being used to enhance prevention to exposure. Examples of PPE include gloves, face masks, face shields, face coverings and scrub tops and bottoms.

Employers may only have employees use N95 masks in the context of a comprehensive, written respiratory protection program that includes fit testing, training and medical exams. Skymint Brands has a comprehensive, written respiratory protection program. This plan calls for employees not using N95 masks.

OSHA REQUIREMENTS

While there is no specific OSHA standard covering COVID-19 exposure, some OSHA requirements may apply to preventing occupational exposure to COVID-19. Among the most relevant are:

OSHA's Bloodborne Pathogen's standard (29 CFR 1910.1030) applies to occupational exposure to human blood and other potentially infectious materials that typically do not include respiratory secretions that may transmit COVID-19. However, the provisions of the standard offer a framework that may help control some sources of the virus, including exposures to body fluids not covered by the standard. Skymint Brands has a comprehensive, written bloodborne pathogen exposure control plan.

OSHA's website provides additional information about OSHA standards including record keeping requirements. OSHA requires employers to record work-related injuries and illnesses that meet certain severity criteria on the OSHA 300 Log (maintained by Human Resources at HQ). For purposes of COVID-19, OSHA also requires employers to report any work-related illnesses that (1) results in a fatality, or (2) results in the in-patient hospitalization of one or more employees. "In-patient" hospitalization is defined as a formal admission to the in-patient service of a hospital or clinic for care or treatment.

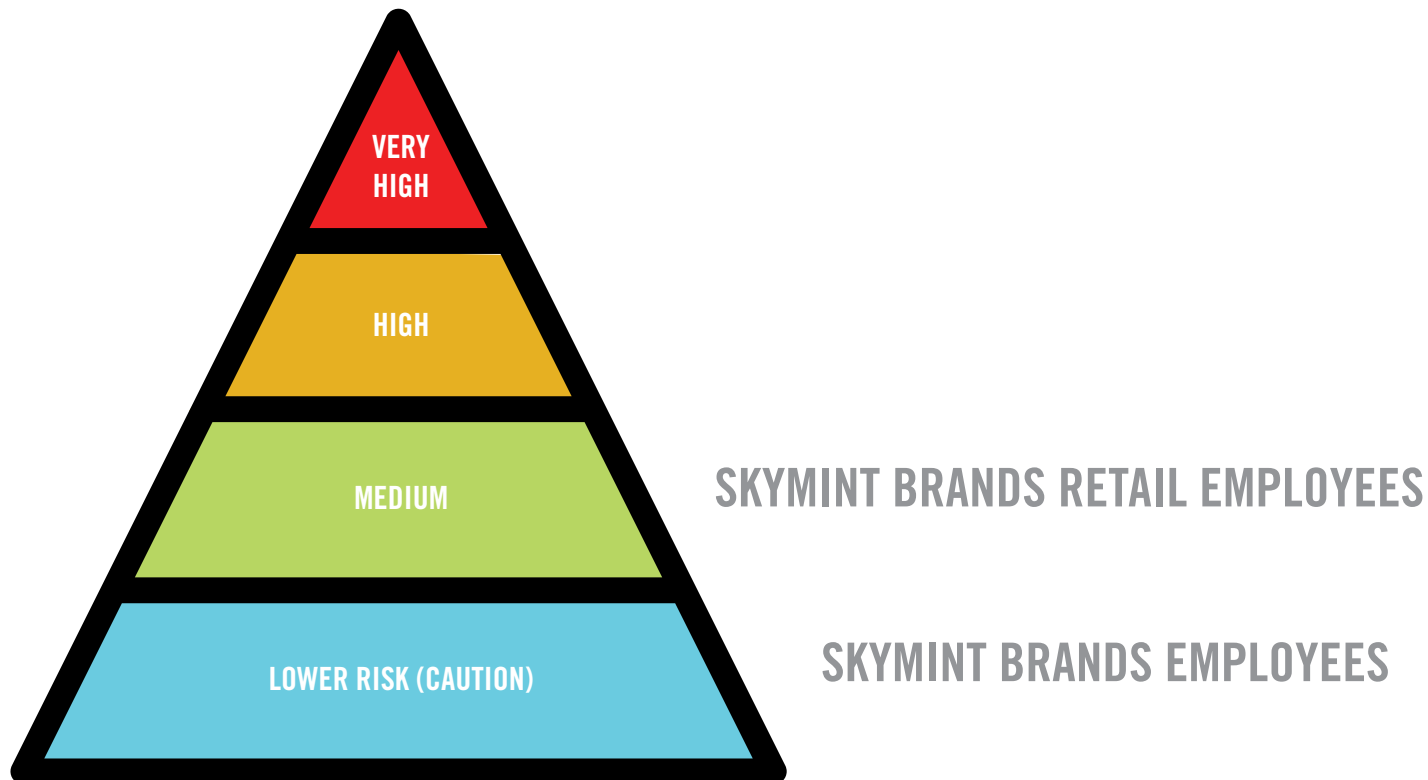
OSHA has determined that COVID-19 is not excluded from coverage of the rule-like the common cold or the flu-and, thus, OSHA is considering it an "illness". OSHA has stated that only confirmed cases of COVID-19 should be considered an illness under this rule. Thus, if an employee simply comes to work with symptoms consistent with COVID-19 but is not a confirmed diagnosis, the recording requirement is not triggered at this time.

If an employee has a confirmed case of COVID-19, Human Resources will conduct an assessment of any workplace exposures to determine if the case is work related. In order to be work related, it will be presumed that the illness resulted from event(s) or exposures in the work environment, unless it meets certain exceptions. One of those exceptions is that the illness involves signs or symptoms that surface at work but result solely from a non-work-related event or exposure that occurs outside of the work environment. Thus, if an employee develops COVID-19 solely from an exposure outside of the work environment, it would not be work related and thus not recordable.

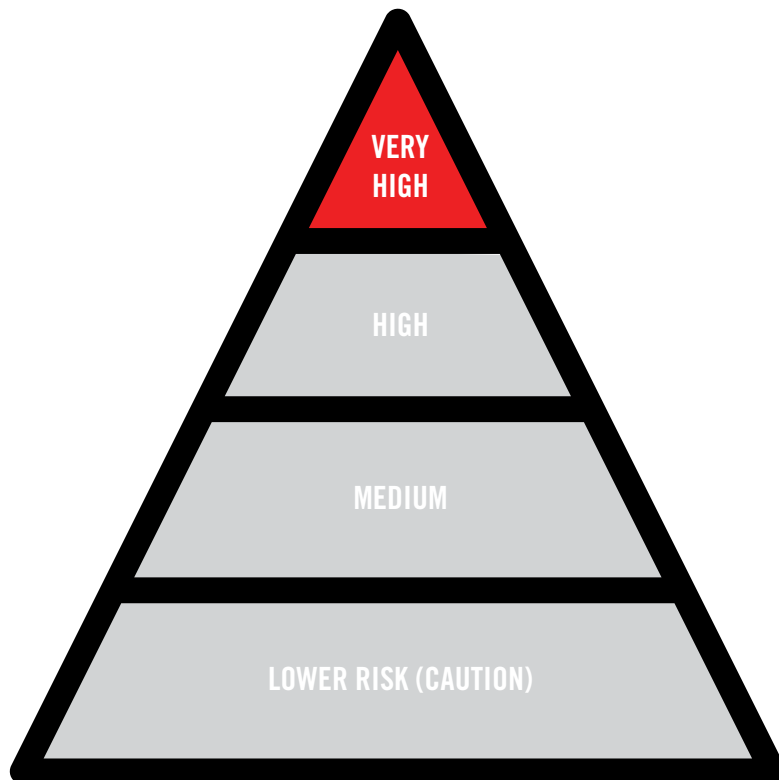
An assessment will consider the work environment, the type of work performed, the risk of person-to-person transmission given the work environment and other factors such as community spread. Further, if an employee has a confirmed case of COVID-19 that is considered work-related, Human Resources will report the case to OSHA if it results in a fatality within 30 days or an in-patient hospitalization within 24 hours of the exposure incident.

CLASSIFYING WORKER EXPOSURE TO COVID-19

Worker risk of occupational exposure to COVID-19 during an outbreak may vary from very high to high, medium or lower (caution) risk. The level of risk depends in part on the industry type, need for contact within six feet of people known to be, or suspected of being, infected with COVID-19. To help employers determine appropriate cautions, OSHA has divided job tasks into four risk exposure levels: very high, high, medium and lower risk. The Occupational Risk Pyramid shows the four exposure risk levels in the shape of a pyramid to represent probable distribution of risk. Skymint Brands employees fall into the Lower Risk (caution) level. Some Retail employees fall into the Medium Risk level (based on volume and location of the store). Specific job titles falling into each level can be found in the Skymint Brands Job Hazard Analysis (JHA).



CLASSIFYING WORKER EXPOSURE TO COVID-19



VERY HIGH EXPOSURE RISK

Very high exposure risk jobs are those with high potential for exposure to known or suspected sources of COVID-19 during specific medical, postmortem, or laboratory procedures.

Workers in this category include:

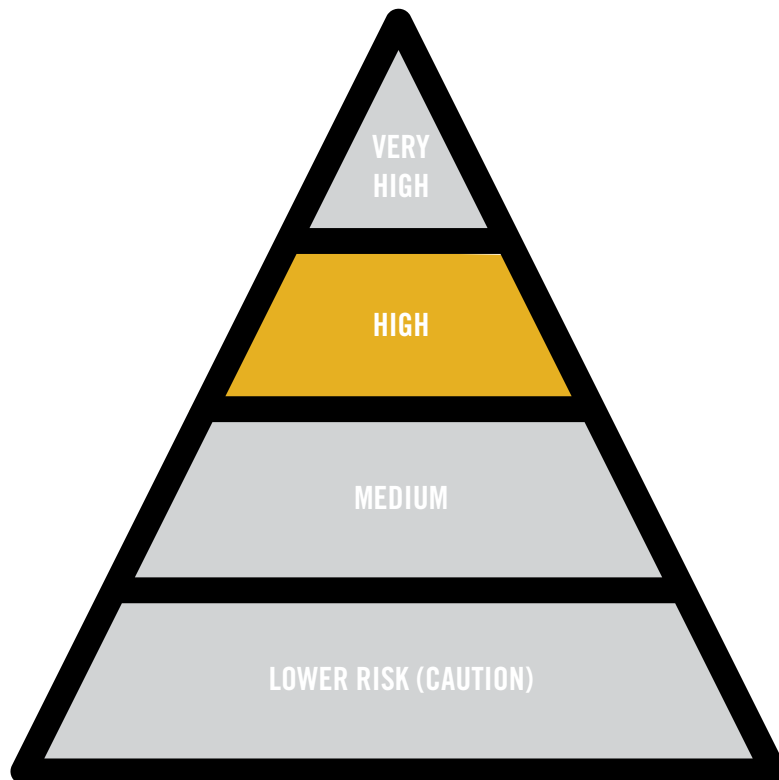
Healthcare workers (e.g. doctors, nurses, dentists, paramedics, emergency medical technicians) performing aerosol-generating procedures (e.g. intubation, cough induction procedures, bronchoscopies, some dental procedures and exams or invasive specimen collection) on known or suspected COVID 19 patients

Healthcare or laboratory personnel collecting or handling specimens from known or suspected COVID-19 patients (e.g. manipulating cultures from known or suspected COVID-19 patients)

Morgue workers performing autopsies, which generally involve aerosol-generating procedures, on the bodies of people who are known to have, or suspected of having COVID-19 at the time of their death

CLASSIFYING WORKER EXPOSURE TO COVID-19

HIGH EXPOSURE RISK

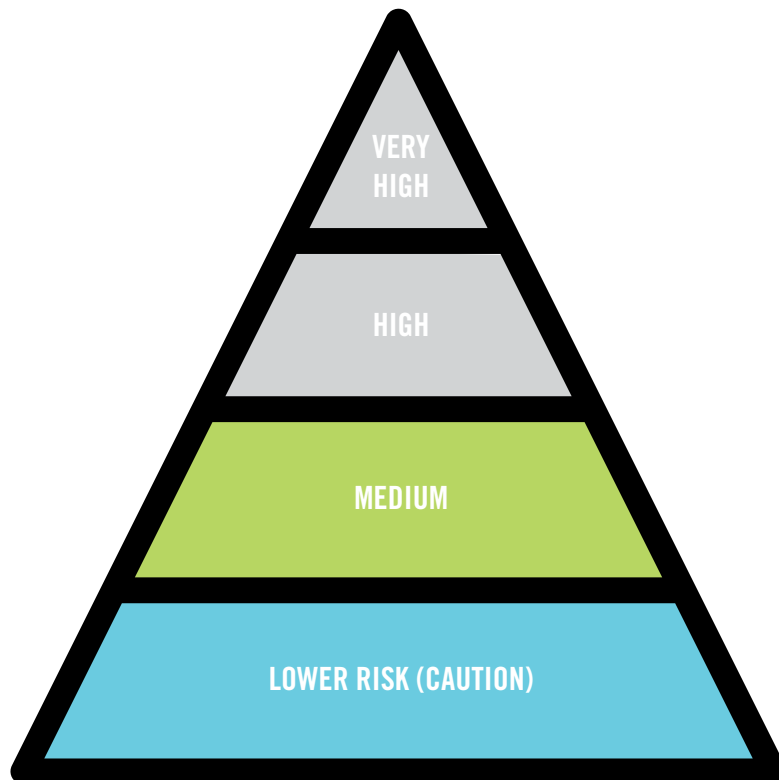


Healthcare delivery and support staff (e.g. doctors, nurses and other hospital staff who must enter patients' homes) exposed to known or suspected COVID-19 patients

Medical transport workers (e.g. ambulance vehicle operators) moving known or suspected COVID-19 patients in enclosed vehicles

Mortuary workers involved in preparing (e.g. for burial or cremation) the bodies of people are known to have, or suspected of having, COVID-19 at the time of their death

CLASSIFYING WORKER EXPOSURE TO COVID-19



MEDIUM EXPOSURE RISK

Medium exposure risk jobs include those that require frequent and/or close contact with (i.e. within six feet of) people who may be infected with COVID-19 but who are not known or suspected COVID-19 patients. In areas without ongoing community transmission, workers in this risk group may have frequent contact with travelers who may return from international locations with widespread COVID-19 transmission. In areas where there is ongoing community transmission, workers in this category may have contact with the general public (e.g. high population-density work environments and some high-volume retail settings).

LOW EXPOSURE RISK

Lower exposure risk jobs are those that do not require contact with people known to be, or suspected of being, infected with COVID-19 nor frequent close contact (i.e. within six feet of for a prolonged period) with the general public. Workers in this category have minimal occupational close contact with the public and other coworkers.

EXPOSURE RESPONSE

Steps need to be taken should an employee test positive for COVID-19 or is presumed positive based on symptoms associated with COVID-19.

1. If the employee is on site with symptoms, the employee will be sent home by their Manager.
2. If the employee is home, the employee will not be allowed to come to work.

EMPLOYEES SHOULD BE FAMILIAR WITH THE SYMPTOMS OF COVID-19. THE PRIMARY SYMPTOMS OF COVID-19 INCLUDE THE FOLLOWING



FEVER



COUGH



SHORTNESS
OF BREATH

OR AT LEAST TWO OF THESE SYMPTOMS:



FEVER
ABOVE 100.4°



CHILLS



REPEATED
SHAKING WITH
CHILLS



MUSCLE
PAIN



HEADACHE



SORE THROAT



NEW LOSS
OF TASTE
OR SMELL

Individuals with COVID-19 may also have early symptoms such as, diarrhea, nausea/vomiting, and runny nose.

SYMPTOM-BASED STRATEGY

PERSONS WITH COVID-19 WHO HAVE SYMPTOMS AND WERE DIRECTED TO CARE FOR THEMSELVES AT HOME MAY DISCONTINUE ISOLATION UNDER THE FOLLOWING CONDITIONS:

1. At least 24 hours have passed since recovery defined as resolution of fever without the use of fever-reducing medications and improvement in symptoms; and,
2. At least 10 days have passed since symptoms first appeared or since the test was administered (whichever is later).
3. Improvement in symptoms; and,
2. If directed to isolate, that advisement must be expired.

PERSONS WHO HAVE COVID-19 WHO HAVE SYMPTOMS AND WERE DIRECTED TO CARE FOR THEMSELVES AT HOME MAY DISCONTINUE ISOLATION UNDER THE FOLLOWING CONDITIONS:

Options include both

**TIME-BASED
STRATEGY**

**TEST-BASED
STRATEGY**

TIME-BASED STRATEGY

PERSONS WITH LABORATORY-CONFIRMED COVID-19 WHO HAVE *NOT* HAD ANY SYMPTOMS AND WERE DIRECTED TO CARE FOR THEMSELVES AT HOME MAY DISCONTINUE ISOLATION UNDER THE FOLLOWING

- At least 10 days have passed since the date of their first positive COVID-19 diagnostic test assuming they have not subsequently developed symptoms since their positive test. If they develop symptoms, then the symptom-based or test-based strategy should be used. Note, because symptoms cannot be used to gauge where these individuals are in the course of their illness, it is possible that the duration of viral shedding could be longer or shorter than 10 days after their first positive test.

TEST-BASED STRATEGY

PERSONS WITH LABORATORY-CONFIRMED COVID-19 WHO HAVE *NOT* HAD ANY SYMPTOMS AND WERE DIRECTED TO CARE FOR THEMSELVES AT HOME MAY DISCONTINUE ISOLATION UNDER THE FOLLOWING

- Negative results of an FDA Emergency Use Authorized COVID-19 molecular assay for detection of SARS-CoV-2 RNA from at least two consecutive respiratory specimens collected ≥ 24 hours apart (total of two negative specimens)

The symptom-based, time based, and test based strategies may result in different timeframes for discontinuation of isolation post-recovery. For all scenarios outlined above, the decision to discontinue isolation should be made in the context of individual circumstances. Unless there are special circumstances, Skymint Brands will follow the test based strategy for any individual that has tested positive with no symptoms and the time based strategy for individuals that test positive with symptoms.

Note that recommendations for discontinuing isolation in persons known to be infected with COVID-19 could, in some circumstances, appear to conflict with recommendations on when to discontinue quarantine for persons known to have been exposed to COVID-19. CDC recommends 14 days of quarantine after exposure based on the time it takes to develop illness if infected. Thus, it is possible that a person known to be infected could leave isolation earlier than a person who is quarantined because of the possibility they are infected.

This is a recommendation from the CDC and will prevent most, but cannot prevent all, instances of secondary spread. The risk of transmission after recovery is likely substantially less than that during illness; recovered persons will not be shedding large amounts of virus by this point, if they are shedding at all.

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The symptom-based, time-based, and test-based strategies may result in different timeframes for discontinuation of isolation. If an employee has symptoms but has not tested positive, SkyMint Brands Human Resources will conduct follow up to determine if further actions are required. At a minimum the employee with symptoms must remain home for at least seven days after symptoms first appear and 3 days after symptoms resolve.

If an employee tests positive, SkyMint Brands will contact relevant third parties, on premises, that have been exposed, but will not disclose symptomatic or positive employees' identity. Those employees that have been in close contact with the ill employee for a prolonged period of time within the past 14 days will be sent home.

1. Human Resources will work directly with the employee that is COVID-19 positive to confidentially identify potentially exposed individuals (e.g. those that were in defined close contact with the infected individual). Define close contact has been defined as:

A. Within six feet of a COVID-19 case for a total of 15 combined minutes over a 24 hour period;

B. Having direct contact with infection secretions of a COVID-19 patient (e.g. being coughed or sneezed on)

*****SHORT TERM EXPOSURE, SUCH AS WALKING BY SOMEONE, IS NOT DEFINED AS "CLOSE CONTACT"*****

2. Once identified, Human Resources will notify individuals of potential exposure in accordance with the Health Insurance Portability and Accountability Act (HIPAA).

3. If close contact for a prolonged period of time did occur, those effected should quarantine for 14 days since the time of close contact.

4. Human Resources will identify the areas where the ill employee traveled within a facility.

5. Human Resources will notify the local health department.

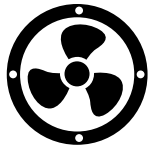
*Portions of this section are taken directly from the CDC website.

CLEANING

If a Skymint Brands employee tests positive, the facility does not need to shut down. As soon as an employee is identified that has tested positive for COVID-19 or has symptoms associated with the virus, the facility will be cleaned according to guidelines provided by the CDC:

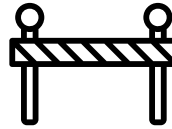
<https://www.cdc.gov/coronavirus/2019-ncov/community/organizations/cleaning-disinfection.html>.

These guidelines include:



VENTILATION

Immediately increasing ventilation (where feasible.)



CLOSING AREA

Closing off the areas where the ill employee may have visited.



CLEANING &
DISINFECTING

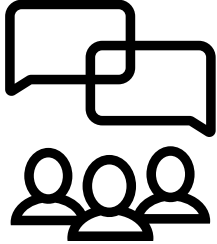
Cleaning and disinfecting all areas the person may have been or touched including, but not limited to, bathrooms, break room, tablets, tools and common areas.

Individual locations will be responsible for cleaning. COVID-19 cleaning kits have been sent to all retail locations. It will be the responsibility of the Facilities Manager for Skymint Brands to ensure that areas (other than retail) are cleaned per the CDC standards. For all retail locations it will be the responsibility of the Retail Managers to ensure that stores are cleaned per the CDC standards. The site manager for Luther will ensure compliance.

Currently there is no evidence to support the virus can be transmitted to humans through food or food packaging materials. However, wiping down any packaging with which a suspected or confirmed COVID-19 positive individual should be done.

Skymint Brands will continue to make updates to the procedures to protect the employees and ensure the cleanliness of all locations.

COMMUNICATION



Since the start of the pandemic Skymint Brands has provided regular communication to employees regarding changes and updates to company policies and procedures. The communication has also provided the latest information from sources like CDC and OSHA. Communication thus far has been through signage, email and TEAM's meetings. Skymint Brands has the ability to send text messages to all current employees via the Gallagher Communication System. This system may be used in the future for additional communication.

If a Skymint Brands employee tests positive, an email will be sent to all employees notifying them of the positive case. If a Skymint Brand retail employee tests positive, a text message will be sent to that store customer base notifying them of the positive case.

POSITIVE CASE RESPONSE CHECK LIST

- Upon learning of a positive case, a meeting will occur within one hour. Meeting will include all relevant stakeholders including, but not limited to, Human Resources, the Director of Safety and Security and the Site Manager
- There will be immediate notification to the Executive Team
- Deep cleaning will begin immediately
- Human Resources will communicate with the infected individual to identify close contacts
- Human Resources will notify all individuals within close contact instructing them to get tested and to quarantine for 14 days
- Employees whose job permit it may work from home during quarantine as long as they remain asymptomatic

POSITIVE CASE RESPONSE CHECK LIST

- Same day notification will be made to all Skymint Brands employees
- Human Resources will notify the county Health Department
- All employees that feel they may have been exposed, but not identified as having close contact, will be given the opportunity to receive a rapid test
- If the positive case is at a retail location, the store will immediately close for the remainder of the day to determine next steps
- If the positive case is at a retail location, that customer base will be notified via text message of changes to store hours and the reason for the closing/change
- If the positive case is at a retail location, staff will post pre-created signs with closing/hour changes
- If the positive case is at a retail location, staff will update the store voicemail to reflect changes
- If the positive case is at a retail location, the website will be updated to reflect all changes
- If a positive test occurs at a retail location, and additional staffing is needed a response team will be deployed using a pre-determined matrix. Skymint Brands will reimburse the response team members commuting more than 70 miles for both miles (at the current miles rate) and accommodations. In addition, a per day cash bonus will be paid to each response team member. The bonus will be paid on the next immediate pay date

EVALUATION



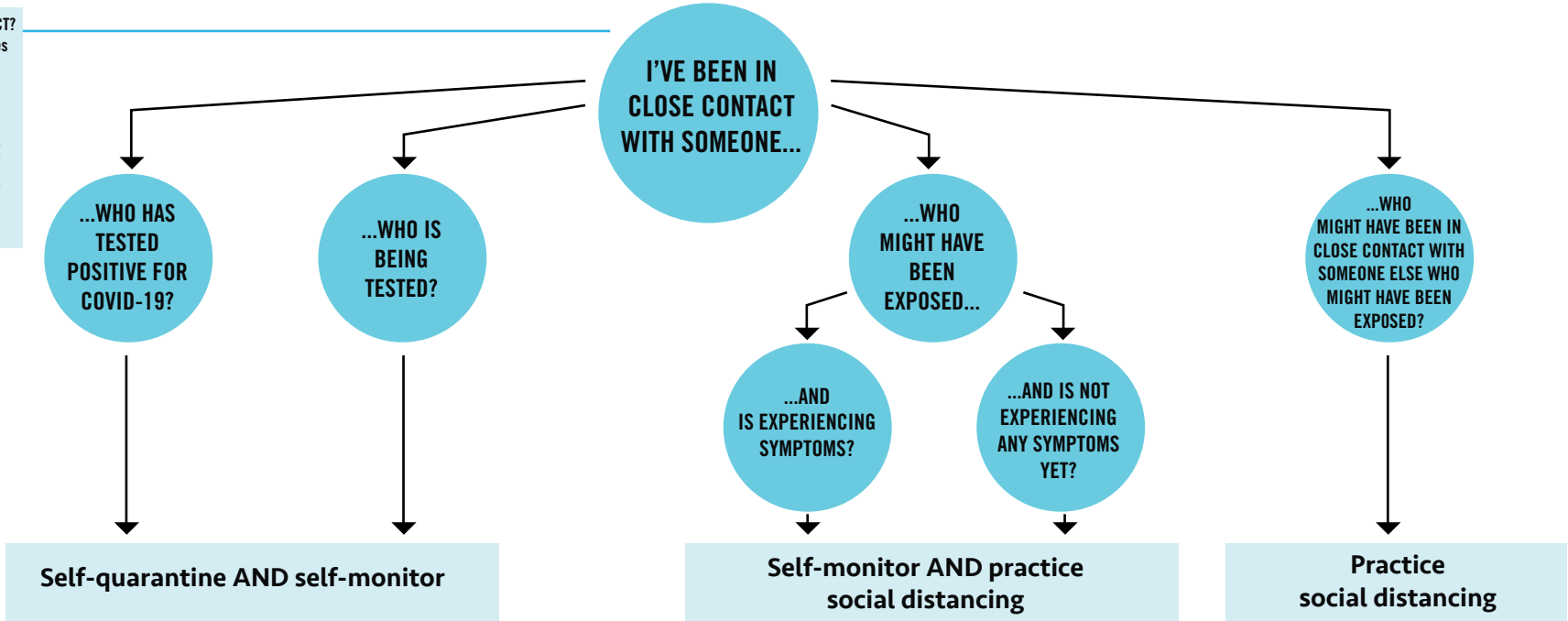
Skymint Brands will engage in a continual review of the plan. Changes will be made based on updated recommendations from federal, state and local entities. Changes may be made to improve the safety and efficiency of Skymint Brands.

SKYMINT
BRANDS

WHAT SHOULD I DO IF...

WHAT COUNTS AS CLOSE CONTACT?

- You spent 15 combined minutes over a 24 hour period.
- You had **DIRECT PHYSICAL CONTACT** with the person (i.e. hugging, kissing)
- You **SHARED** eating or drinking utensils with them.
- You came in contact with their **RESPIRATORY SECRETIONS** (i.e. they coughed on you)



HOW DO I...

...self-quarantine?

STAY HOME for 14 days.
AVOID CONTACT with other people.
DON'T SHARE household items.

...self-monitor?

BE ALERT for symptoms of COVID-19, especially a dry cough or shortness of breath.
TAKE YOUR TEMPERATURE every morning and night, and write it down.
CALL your doctor if you have trouble breathing or a fever (temperature of 100.4°F or 38°C).
DON'T seek medical treatment without calling first!

...practice social distancing?

STAY HOME as much as possible.
DON'T physically get close to people: try to stay at least 6 feet away.
DON'T hug or shake hands.
AVOID groups of people and frequently touched surfaces.

AND PRACTICE GREAT HYGIENE!
WASH your hands frequently • **AVOID TOUCHING your face** • **WIPE DOWN frequently touched surfaces regularly**