

CORONAVIRUS (COVID-19) COMMUNICATIONS



May 21, 2021

Austal USA Employee Guidance

Document Purpose

The purpose of this document is to provide information to employees on Austal USA policies, procedures, and guidance for dealing with the Coronavirus (COVID-19) pandemic. This is an evolving situation. As such, our COVID-19 response team will continue to update this document as changes occur.

General Information

Our position as a company is to adhere to our values of safety, health and well-being. This pandemic is a large-scale societal issue. However, we can make a difference in slowing the spread of COVID-19.

The US Navy has made clear our work is mission essential. Austal USA intends to continue work as long as doing so is in the best interest of our employees and community.

We all have a personal responsibility to do our part to help minimize the spread of this disease. In accordance with Austal's SUP303 Pandemic Prevention Preparedness Plan, there are precautionary measures we are taking to keep everyone at the facility healthy and safe.

The below actions are in effect until further notice.

1. Physical distancing policy
2. Enhanced PPE policy
3. Enhanced cleaning and disinfecting
4. Temperature and health screenings for visitors, vendors, and subcontractors
5. Enhanced policies and employee benefits for managing and investigating employee personal medical illness
6. Contact tracing investigations and case management process to prevent exposure on site
7. Eliminating and/or mitigating touchpoints
8. Work redesign to reduce density and distancing challenges
9. Awareness and communications campaign

Employees with COVID-19 Symptoms

Anyone showing symptoms or otherwise exposed to COVID-19 cannot come to work and are required to take the following steps:

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1. Go to Medical or call Medical at 251-445-8585
2. Take a viral COVID-19 test
3. If you test positive, apply for Family Medical Leave of Absence (FMLA) with HR
4. Isolate for at least 10 days
5. You must be cleared by Medical to return to work

To be cleared by Medical, call 251-445-8585 or email Covid_19_medical@austalusa.com. If you are negative for COVID-19, standard attendance policies apply for managing personal medical illnesses. For HR questions, call 251-445-8500 or email Covid_19_hr@austalusa.com.

Voluntary Vaccinated Self-identification Program

Effective May 17, Austal begin a voluntary self-identification vaccine program. Employees, and permanent onsite persons can provide proof of full vaccination to Austal Medical.

Those participating will be issued a sticker for their hard hat or a badge lapel as applicable.

Masks and distancing will not be required at the Austal Mobile area campuses if you are identified as fully vaccinated by wearing an Austal issued hardhat sticker or lapel pin.



California employees must continue to wear masks in compliance with [Austal's West Coast COVID-19 Illness Prevention Plan](#). Masks must be worn at all times in the workplace per California OSHA's Emergency Temporary Standard.

Employees on travel or conducting Austal business off site are required to follow the federal, state, local, tribal, or territorial laws, rules, and regulations enforced at their destination. This includes following all mask policies in place at another company or Government facility.

Physical Distancing

To minimize the risk of exposure, engineering and operational changes were made to support physical distancing. Unvaccinated people are required to maintain a minimum of 6 feet of distance where possible while on Austal property and places of work.

Contact Trace Investigations

Per CDC guidelines, all persons who access Austal places of business and were onsite or near Austal employees within 48 hours of the onset of COVID-19 symptoms or testing positive for COVID-19 are required to report it. Contact the Medical hotline at 251-445-8585 or email Covid_19_medical@austalusa.com to report the positive diagnosis. Austal's COVID-19 taskforce will begin a contact tracing investigation to prevent the spread of the virus.

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Offsite Locations

Austal employees working at offsite locations must follow Austal USA's health protocols and any additional protocols established at the offsite location. Employees must stay in regular contact with their immediate supervisor and HR Representative.

Travel

All business travel is limited to essential travel only until further notice. We encourage all employees to delay personal travel unless vaccinated. If you choose to travel, you may be impacted by travel restrictions or quarantine requirements at your destination and/or upon your return. Unvaccinated Austal employees are not allowed to engage in business travel if they have known exposure to COVID-19 or have experienced COVID-19 symptoms.

All long-distance travel and air travel, personal or work related, must be reported (departure and return) to Austal Medical by calling 251-445-8585 or emailing Covid_19_medical@austalusa.com. Any known exposure to COVID-19 or illness while on travel must be reported to Austal Medical. Austal employees must adhere to all Austal USA pandemic policies, while traveling and working abroad.

Austal provides testing to business travelers before and after travel where practical and applicable (rapid or self-collection PCR). Contact Austal Medical to setup testing or to ask questions. Contact Austal's Travel Coordinator for assistance with travel related questions or concerns. [See Austal USA pandemic travel protocols for more information.](#)

Employees required to quarantine as a result of business travel will be paid their regular rate for their scheduled shift during quarantine. Contact Austal Medical for more detailed information on pandemic travel policies.

Alternate Work Shifts

Employees who have caregiver responsibilities or desire to support physical distancing may request a shift change or an alternate shift. Such requests will be considered based on feasibility and business need. Please use your chain of command to make a request.

Events and Meetings

Any external conference or trade show participation must be approved by your department head. Everyone is encouraged to minimize physical meetings unless vaccinated or the required distancing can be accomplished. Consider virtual meetings or teleconferences unless the quality of the meeting is substantially impacted or the nature of the meeting requires physical presence.

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Vendor / Contractor / Sub-Contractor Site Access

Access for any vendor, contractor, and/or sub-contractor that is currently NOT active is suspended. Access for those who are currently performing work on-site will remain active at this time. If new contractors or associates of active sub-contractors or vendors need access, they will be required to complete the 'Visitor Travel Health Questionnaire Form' and submit to Visitor Control (visitors@ustalusa.com / 251-445-3738). In such cases, individuals will have their temperatures taken before access is granted to the facility.

Visitors and vendor, contractor, and sub-contractor employees are required to comply with Austal pandemic policies found in [Austal USA's Visitor Guide](#). Truck drivers and delivery persons must adhere to Austal's plan for deliveries and pick-ups to minimize exposure risk.

Cleaning and Sanitization

Sanitation stations are installed in high traffic areas and entrances onsite. Additional cleaning and disinfecting shall be performed in work areas exposed to COVID-19 cases.

Company Shuttle

Operation of the company shuttle continues at a reduced capacity. Seats were removed to ensure proper distancing. Riders are required to wear a mask at all times while on the bus unless they are identified as vaccinated. The driver will disinfect the bus once an hour. A hand sanitizer station has been placed on the shuttle.

Food Services

Vendor food services are available onsite. All Austal lunch vendors have provided pandemic plans. Hand sanitizer is available at each food vendor and individuals handling food have been medically cleared per the vendor's protocols. Our team is monitoring daily operations of all food services at all locations in the yard. The company store and vending machines are operational.

Sea Trials and Special Events

Additional precautions will be taken for sea trials and other special events. The specific actions and procedures will be adapted to the event as applicable. Generally, the following protocols will be followed.

1. Enhanced cleaning and disinfecting of applicable areas prior to the event
2. Resources to clean and disinfect during the event
3. Instructional brief or distribution of communication package outlining pandemic procedures for event participants
4. Temperature and health screenings; within 12 hours of the event or disembark as applicable

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5. Resources and procedures in place for managing illness during the event
6. Information for reporting COVID-19 illness

Leave of Absence (LOA) and Benefits for COVID-19

If you, a spouse, or a dependent child test positive for COVID-19, you can request FMLA through Austal's Leave Coordinator. Call 251-445-5923 or email sierra.gilder@austalusa.com. **Please do not come onsite.** Employees applying for FMLA and qualifying for short-term disability should follow the established company process. Austal will waive the short-term disability two-week waiting period for employees providing medical documentation supporting an active COVID-19 diagnosis.

Employees who do not qualify for FMLA can request PLOA through their HR Representative. Standard leave policies apply as of June 1, 2020.

Feedback

Email questions, concerns, and suggestions to COVID19questions@austalusa.com. Your emails will be answered as quickly and thoroughly as possible through future updates to the workforce. Do not expect a reply from this email address. Information collected through this email will be used to improve policies and develop future communications for the COVID-19 pandemic.

Going Forward

This is a rapidly changing global pandemic. Austal is monitoring local, state and federal responses and are communicating with authorities to ensure we are aware of the latest developments regarding COVID-19. We are deploying solutions aligned with CDC guidelines, as well as state and local mandates. There is no doubt that by continuing to work together as a team and staying disciplined, we will overcome this challenge. Thank you for your patience and as always, be safe.