

COVID-19 Infectious Disease Control Policy

Effective Date: 08/27/2021

Coronavirus disease 2019 (COVID-19) is a respiratory illness with symptoms that include fever, cough, shortness of breath or difficulty breathing, fatigue, muscle or body aches, headache, new loss of taste or smell, sore throat, congestion or runny nose, nausea or vomiting, and/or diarrhea. The purpose of this policy is to ensure the health and safety of our associates, visitors, patients, and vendors during the current public health emergency.

Nondiscrimination:

Transcend Medical will not discriminate against any job applicant or employee based merely on the fact the individual has COVID-19. However, Transcend Medical reserves the right to exclude a person with COVID-19 from workplace facilities, programs and functions if the company finds that such restriction is necessary for the welfare of the person who has COVID-19 and/or the welfare of others within the workplace. All decisions will be based on current and well-informed medical judgments concerning the disease, the risks of transmitting the illness to others, the symptoms and special circumstances of each individual who has the disease, and a careful weighing of the identified risks.

Workplace Safety:

In light of the current situation Transcend Medical has adopted the following practices to minimize potential exposure of employees to COVID-19 in our workplace. Employees are urged to:

- Practice social distancing (staying at least 6 feet away from others).
- Avoid gathering in breakrooms, work rooms, and other areas where groups congregate.
- Wash hands often with soap and warm water for at least 20 seconds.
- Avoid touching their eyes, nose, and mouth.
- Keep workspaces clean using company-provided cleaning supplies.
- Cover coughs and sneezes with a tissue or the inside of the elbow.
- Where possible, avoid public transportation and recreational activities where you might come into contact with contagious individuals.

Stay Home if Sick:

Employees should notify the Covid-19 Safety Coordinator of any symptom related to COVID-19, including both a fever greater than 100.4F, new unexplained cough associated with shortness of breath; New loss of taste, smell with no other explanation. Employees with COVID-19 must stay home until they meet one of the sets of CDC criteria for ending home isolation. If an employee shows symptoms of Covid-19 Health Screening Questionnaire at work, they will be sent home immediately. Transcend Medical will require a confirmed positive Covid-19 test result from a licensed healthcare provider for an employee to stay home.

Provide Notice of Absences:

Employees who will be absent from work should generally follow Transcend Medical's regular procedures for notifying the company of the need for time off.

If an employee is out sick or shows symptoms of being ill, it may become necessary to request information from the employee and/or their healthcare provider, subject to applicable laws. Where allowed, Transcend Medical may request medical information to confirm an employee's need to be absent and to know that it is appropriate for the employee to return to work. Transcend Medical will comply with all applicable statutes and regulations that protect the privacy of persons who have a communicable disease.

Retaliation Prohibited:

Transcend Medical will not take adverse action against an employee for exercising their rights under applicable laws.

If you have questions about this policy, contact your supervisor or Noma Roberts.

I have read and understand the: **COVID-19 Infectious Disease Control Policy**

X

Employee Signature and Date