









COVID-19 UPDATE

FROM  **YAKIMA CHIEF HOPS™**

WORK-STREAM		STATUS	CRITICAL ACTION
	FARM OPERATIONS	GREEN	<ul style="list-style-type: none"> Farms remain operational due to agricultural manufacturing exception. Physical distancing, hygiene and sanitation enforced in fields and facilities. Regular communications and transparency with all growers to maintain healthy supply chain No impacts to on-farm labor No effects on current farm activities or foreseen impacts on 2021 growing season
	YCH OPERATIONS	GREEN	<ul style="list-style-type: none"> All production facilities are operational All employees required to wear face coverings and physical distancing of 6ft is enforced Non-essential visitation with other departments is not permitted Meetings reduced to essential participants only and Zoom meetings remain available Non-essential visitors are not permitted in all operations facilities or offices Daily sanitation is performed and Sanitation Logs are maintained to validate practice Mitigation plan in place to ensure employee safety and continued product availability Employees who pose a risk are required to stay home and are evaluated to determine a safe return-to-work plan
	SHIPPING LOGISTICS	YELLOW	<ul style="list-style-type: none"> Physical distancing is enforced at shipping facility between staff and outside drivers; outside drivers do not have physical contact with YCH staff or paperwork Warehouse staff are equipped with PPE (gloves and masks) and hygiene protocol is enforced Regular monitoring and communication with global logistics and transport partners Flexible portfolio of transport partners Refrigerated shipping methods utilized as needed for any potentially delayed products to protect quality YCH will assess the need for guaranteed shipping service as situation evolves Potential for increased shipping costs in the coming months
	SHIPPING & BORDER RESTRICTIONS	YELLOW	<ul style="list-style-type: none"> Daily monitoring of travel and border restrictions United States – No border restrictions Europe – No border restrictions, however, transport companies are prohibiting drivers to deliver in specific regions Asia – No border restrictions Customers are encouraged to consult their YCH sales team member to determine potential shipment delays before placing an order
	SALES PLANNING & SUPPORT	GREEN	<ul style="list-style-type: none"> Weekly sales department meetings Continuous assessment of customer needs Ongoing communications with customers
	EMPLOYEE RETENTION & SUPPORT	GREEN	<ul style="list-style-type: none"> No employee lay offs Generous leave options including Pandemic Pay, Emergency Paid Sick Leave and Emergency Family Medical Leave available to all employees unable to work due to illness, illness of family member or child school closure Employees receive 80 hours of paid sick leave if they are out of work due to COVID Implementation of web-based time clock for all Operations employees through use of their smartphone Continuous employee education regarding government support

 **GREEN** Business as usual.

 **YELLOW** Issues have been identified.

 **RED** Issues can not be resolved.