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Measures continue to be taken across the country in effort to reduce the spread of COVID-19 (coronavirus). The states/locations in which Crest Industries has facilities: Louisiana, San Diego, Canton, and Houston – are transitioning to from Shelter-in-Place guidelines to slightly less extreme safety measures. Crest's COVID-19 Action Plan protects the health and wellbeing of our employees, their families, and the communities in which we serve.

Crest businesses are considered “essential.” The work we do supports vital industries such as electric and power, and petro chemical and refinery, which are necessary during a time of crisis. Our manufacturing facilities and jobsites have remained fully operational and our critical manufacturing employees have reported to work throughout the pandemic. Our office locations also have stayed open. At first, offices were restricted to only essential employees who must be at the office to perform their work. Now, as we move forward slowly with caution, and adopt a conservative phased approach to reducing COVID-19 exposure, more of our office employees are migrating back into the office. Though, the majority continue to work remotely.

Crest continues to take protective measures at each of our facilities and is following advice and directives from the Centers for Disease Control (CDC), the Louisiana Department of Health, and the guidance of state and local health departments in each of our locations across the country.

Crest Industries also:

- Requires employees who have cold-like symptoms of any kind to stay at home and away from work until they are free of fever and other symptoms for at least 72 hours;
- Requires employees who come in close contact (less than 6 feet of physical distance) with someone who recently (within a 2-week period) tested positive for COVID-19, or who have traveled through areas where they may have been exposed, to stay home and contact their supervisor;
- Encourages employees who do not feel comfortable coming into work, take care of someone who is high-risk, or are without childcare right now, to talk with their supervisors, as we will work with each employee through this transition.
- Encourages employees who consider themselves to be high-risk to talk to their HR Business Partner.
- Encourages employees who can remain productive from home and want to continue

to work remotely, to remain working from home to minimize exposure at our offices.

- Requires temperature checks upon entry to facilities;
- Has relaxed our Personal Time Off protocol for those who can't work from home, for those who don't feel well or have to take care of their children or loved ones, to help ease any burden they may experience due to COVID-19;
- Has postponed all business-related, non-essential air travel; and
- Has established procedures with our local health officials to handle any confirmed coronavirus cases among our team members should they occur.

In addition, Crest has implemented certain workplace best practices for all employees and visitors, including, but not limited to, the following:

- While all exit doors remain operable for safety, entrance is limited to only one door per building;
- To maintain physical distance, common areas, like coffee stations, break rooms, and conference rooms have limited occupancy and signage at each location indicates occupancy limits;
- Leverages its workspaces. If working in an office environment, each employee has their own individual and private office. Offices are not used as meeting areas and are limited to only one person at a time. At our factories and in the field at job sites, our people are spread out to perform their work and remain 6 feet apart;
- Virtual meetings are encouraged. If you are meeting in a conference room, you must follow occupancy guidelines and maintain at least 6 feet of physical distance.
- Masks are required by all employees while in common areas, walking in the halls, or if you are visiting the doorway of another team member's office.
- Traveling between buildings is restricted.
- Increased availability of hand sanitizing stations in our office and job-site locations;
- Increased cleaning and disinfecting across all high-volume touchpoints (break-rooms, surfaces, handrails, restrooms, entrances/exits, touchscreens, etc.) along with increased availability of cleaning/sanitizing material and products;
- Awareness of preventative efforts via on-site information, emails, signage, and continuing communication; and
- Limited visitor access to our facilities to essential visitors with an appointment and limited access of those who are permitted entry to specified areas.

Crest Industries is committed to providing a safe and healthy environment for our employees and communities. We will continue to keep everyone informed as we navigate this evolving situation and its impact on all of us.