

Trident Seafoods COVID-19 Facility Plan

KODIAK ALASKA

MAY 2020



Purpose of this plan is to provide insight to Trident's comprehensive approach to COVID-19 prevention. We are committed to the safety of our employees, fishermen, stakeholders, and the communities in which we operate.

Safety Protocols and Training

Covid-19 prevention training will be provided to all employees and will include:

- Stay Put – Know local ordinance and restriction policies
- Stay Clean – Follow sanitation procedures detailed by the Quality Management team
- Stay Safe – Practice social distancing, hand washing, and other preventative skills
- Stay Healthy – Perform daily temperature checks and health assessments

Travel Policy

All employees will comply with Alaska travel mandates and Trident specific policies.

- All employees will complete pre-travel screening via Health Questionnaire
- Face masks will be worn during travel
- On arrival all employees will quarantine for 14 days upon arrival in Alaska
- Chartered/sanitized transportation, for direct plant-to-plant travel will be provided
- Non-essential travel is prohibited

Security Policy

Access to all locations will be permanently closed and guarded.

- Location boundaries for the plant will be clearly marked
- Galley will be restricted to employees and screened contractors only
- Housing restricted to employees and full-time residents, no visitors allowed
- There will be increased monitoring of the dock and around the plant to secure boundaries
- Deliveries will be monitored and directed to specific delivery locations

Employee Policy

The following Levels are aligned to COVID-19 risk based on the number of active cases in Kodiak. As the risk increases each level further limits employee activity.

The active COVID-19 case numbers used for each Level may vary pending a risk assessment by Kodiak Emergency Operations Center, Public Health Advisor, Elsa DeHart (907) 539-1749.

Level 1 (< 10 active COVID-19 cases in the Kodiak community)

- Bunkhouse employees encouraged to remain on plant property and able to engage in approved COVID-19 safe activities in accordance to local and state mandates.
 - Hiking, walking, fishing, golfing and grocery store visits
- Employees are required to report their offsite activities to office staff prior to departure
 - Voicemail system available for afterhours notification
- Activities will be monitored for contact tracing follow-up
- Social distancing protocols must be followed
- Nose and mouth must be covered in public and on plant premises
- Follow temperature and wellness check protocols
- Violation of this policy will result in employment termination
- All terminated bunkhouse employees will be provided return to Anchorage

Level II (> 10 Active COVID-19 cases in Kodiak community)

- Bunkhouse employees will be restricted to plant property at all times
 - Permitted to leave for medical issues only
- Follow temperature and wellness check protocols
- The Plant Manager will authorize a limited set of trained personnel to leave for supporting services outlined below
- Violation of this policy will result in employment termination
- All terminated bunkhouse employees will be provided return to Anchorage

Offsite Employee Policy (Level I and II)

- Offsite employees will follow CDC guidelines and local mandates when in public
- Onsite daily wellness and exposure questionnaire to be initialed
- Social distancing protocols must be followed
- Nose and mouth must be covered in public and on plant premises
- Follow temperature check protocol and wellness checks
- If symptomatic or COVID-19 confirmed, self-isolate at home following Trident policy

Level III (Active COVID-19 cases in Kodiak community have increased in number where the EOC cannot sufficiently perform contact studies)

- Bunkhouse employees will be restricted to plant property at all times
 - Permitted to leave for medical issues only
- Follow temperature and wellness check protocols
- The Plant Manager will authorize a limited set of trained personnel to leave for supporting services outlined below
- Violation of this policy will result in employment termination
- All terminated bunkhouse employees will be provided return to Anchorage

Offsite Employee Policy (Level III)

- Essential offsite employees will complete a living accommodation exposure risk assessment
 - Dependent on level of risk may be asked to live onsite in company bunkhouse (estimated 60 employees)
- Employees with low risk staying in private residences will be asked to minimize exposure risk
 - Direct to work and home
 - Essential activity, medical care, grocery shopping only
- Non-essential local employees and essential employees with high exposure risk not willing to live on Trident property during Phase III will not be permitted to work
- Social distancing protocols must be followed
- Nose and mouth must be covered in public and on plant premises
- Follow temperature check protocol and wellness checks
- Violation of guideline subject to termination
- If symptomatic or COVID-19 confirmed, self-isolate at home following Trident policy

Visitors/Fishermen Policy

Fishermen and tenders must contact the plant prior to arrival.

- All paperwork and thumb drives will be delivered directly to a designated sanitation area
- Dock and Plant access is limited to employees, all others must stay on the vessel
- Gear movement, storage, and deliveries must be pre-arranged with plant personnel
- Freight and goods will be delivered to designated drop off zones

Essential contractors must check in daily with security and agree to:

- Be screened each day before entering plant property
- Always wear required PPE
 - Contractors are required to bring their own mask, face shield and gloves

Site Management Policy

Environmental changes and sanitization protocols, per CDC and Trident, have been made to ensure proper person-to-person management.

Designated van drivers will support:

- Collection and delivery freight and mail
- Employee airport transportation, additional stops will not be supported
- All vans are equipped with a safety divider

Symptoms and Illness

Daily employee health checks and temperature scans will be performed.

- Licensed medical personnel will staff the plant clinic
- Any employee presenting with a temperature higher than 100° will be further evaluated for COVID-19
- If required, transportation to Anchorage for higher level of care will be provided
- If COVID-19 is confirmed, employee will be placed in isolation, and asked to identify recent contacts

14-day Quarantine will be required for all asymptomatic incoming employees, not previously quarantined in Alaska.

- Quarantine housing has been established for incoming employees in Anchorage (see Anchorage Hotel Plan)
- Onsite Trident personnel and hotel security will ensure strict adherence to all policies
- Daily sanitization protocols will be posted and followed per CDC guidelines
- Meals will be prepared and delivered three times a day by hotel staff

14-day Isolation housing for symptomatic employees, not diagnosed with COVID-19 and confirmed COVID-19 positive will be provided with:

- Separate bed and bath accommodations
- Policy's enforcing six feet of separation
- Meals will be prepared and delivered three times a day using disposable service
- Laundry will be collected in color coded bags and managed separately by Housekeeping
- Any meals, clean laundry or packages delivered will be placed in a dedicated location outside each room
- Garbage will be collected in color-coded bags and handled separately
- A negative COVID-19 test must be obtained before returning to work, subject to availability

In the event of death first notification will be to 911.

- The remains will be collected by the local police chief or the clinic
- If an autopsy is required, the State Police will be contacted
- Trident protocols will be followed in the event of any death

Fishermen or tender crew, that become ill or have injuries will follow the listed protocol:

- Serious injury – an ambulance will be called to the dock
- Minor injury or illness – individual will be sent to the local clinic
- Designated dock personnel, in full PPE gear, will be available to support

Kodiak Location Services

Fleet Services

Onboard Quarantine Support

- Plant will provide support to vessels during their 14-day quarantine following all listed protocols

Part and grocery orders

- Deliveries of parts, groceries and items to be sent via tender will have designated drop off zones

Transportation

- Vessel crew need to make personal transportation arrangements including airport and personal services within Kodiak.