



# Our Safety Commitment During The COVID-19 Pandemic

Austin Powder is committed to following strict safety protocols to keep our employees and customers safe and healthy.

Safety is OUR FIRST PRIORITY, and that means following Federal, State, and Local safety protocols to keep ALL Austin Powder Employees and Customers safe during the Corona Virus Pandemic.

This document outlines the extra measures Austin Powder is taking to lower the risk of COVID-19 exposure on the job. In addition to following our guidelines, please know that we are committed to following **all customer requirements for contractor conduct while on your site.**

We know that BREAKING ROCK is essential, and as always, we are committed to helping you get the job done safely.

## Contents

---

How Is Austin Powder Managing The Pandemic Crisis? .....	2
What Are Austin Powder's Employee Education and Company Health Policies? .....	2
How is Austin Powder Implementing Social Distancing To Reduce The Spread of COVID-19? .....	2
What Are The Cleanliness Measures Being Taken by Austin Powder To Reduce The Spread of COVID-19? .....	3
How is Austin Powder Managing Personal or Business Travel .....	3
What Have Austin Powder Employees Been Instructed To Do If They Have a Fever of 100.4°F (38°C) or Above? .....	3
What Have Austin Powder Employees Been Instructed To Do If They Are in Close Contact with a COVID-19 Positive Case? .....	4
What Have Austin Powder Employees Been Instructed To Do if They Test Positive for COVID-19? .....	4
Are Service Redundancy Measures in Place at Austin Powder? .....	4
How Does Austin Powder Ensure the Security of Supply? .....	5



## How Is Austin Powder Managing The Pandemic Crisis?

---

- Senior leaders are in place at both the Global and Regional levels to develop and implement strategies that maintain business continuity and employee safety
- Teams are currently communicating daily, and on an ad-hoc basis as required by rapidly changing events
- Austin Powder provides employees with training materials guiding interpersonal contact requirements, personal hygiene guidelines, and personal health reporting

## What Are Austin Powder's Employee Education and Company Health Policies?

---

- Austin Powder has established internal information-sharing protocols to keep our employees informed, distribute critical information, and provide recommendations and requirements as necessary to maintain an up-to-date workforce
- Generally following World Health Organization (WHO), Centers for Disease Control (CDC), Local and Federal Government and Public Health Agencies guidelines, Austin Powder has discontinued group meetings, restricted travel, enacted broader work-from-home guidelines and stipulated modified interpersonal behavior to minimize the potential distribution of the virus
- Mandatory self-isolation and quarantine procedures are in line with WHO recommendations for personnel who may have been in contact with or are showing symptoms of COVID-19

## How is Austin Powder Implementing Social Distancing To Reduce The Spread of COVID-19?

---

We have made several changes to how we operate to ensure proper social distancing.

- Whenever possible and practical, Austin Powder employees are expected to work remotely and virtually
- All **non-essential** activity at Austin Powder sites that cannot be completed remotely has been stopped. This includes, but is not limited to:
  - Ceasing all site visits by both Austin Powder personnel and third parties such as contractors and vendors
  - Gaining customer agreement not to perform non-essential activity included in the contract
- For **essential** activities that require Austin Powder personnel to be on-premise, we are following social distancing protocols, including:
  - Limiting the number of in-person participants to the minimum necessary for safe operations
  - Limiting co-pilot arrangements whenever possible. All other guidelines should be followed when a co-pilot arrangement is unavoidable
  - Practicing social distancing minimums of 6' (1.8 meters) whenever practical and possible
  - Staggering work shifts to minimize the number of people on-site at any given time.
  - Eliminating carpooling or "group" arrivals to sites
  - Employees must arrive at operations, distribution sites, and customer sites on individual schedules that are aligned with their required arrival times (i.e., blast crews are not required to arrive at the site "as a group" to start the day)



- Team members are expected to be on-site for the minimal amount of time required for the job function being performed
- **Third-Party** Interactions at our sites have been highly restricted, including access to control and gathering rooms
  - If third parties show symptoms of illness on an Austin Powder site, Austin Powder personnel are instructed to have them immediately leave the facility

## What Are The Cleanliness Measures Being Taken by Austin Powder To Reduce The Spread of COVID-19?

---

- Austin Powder has provided training materials guiding interpersonal contact requirements, personal hygiene guidelines, and personal health reporting
- Sites are equipped with appropriate supplies to adhere to cleanliness guidelines
- High-touch areas on common-use vehicles and equipment must be cleaned with disinfectant products daily
- Wherever possible, Austin Powder sites must schedule crews to minimize the potential for cross-contamination. This includes minimizing:
  - Crew composition
  - Equipment utilized by specific crews
  - Sites serviced by specific crews
- While on-site, Austin Powder requests all personnel follow:
  - Austin Powder's social distancing guidelines
  - All customer requirements related to COVID-19 safety/contractor conduct
- Austin Powder crew members are equipped with necessary personal hygiene supplies to maintain the additional cleanliness targets not satisfied by commonly used PPE as referenced by the Austin Powder Field Site Guidelines

## How is Austin Powder Managing Personal or Business Travel

---

- All company-sponsored air travel is suspended
- Austin Powder is asking employees not to travel on personal time. If they have traveled recently, they are asked to self-quarantine for 14 days upon return
- Austin Powder asked those employees that had recently traveled for business to high-risk locations (widespread, ongoing transmission) to self-quarantine for 14 days upon return

## What Have Austin Powder Employees Been Instructed To Do If They Have a Fever of 100.4°F (38°C) or Above?

---

- Austin Powder employee/contractor does not attend work and notifies Line Manager
- Austin Powder employee/contractor self-isolates, seeks medical advice, and arranges COVID-19 testing if instructed by a medical professional. If Austin Powder employee/contractor confirmed positive, we have an internal protocol in place
- Austin Powder has policies in place that reflect Federal, State and Local requirements



## What Have Austin Powder Employees Been Instructed To Do If They Are in Close Contact with a COVID-19 Positive Case?

---

- Austin Powder employee/contractor notifies line manager that they have been in close contact with a positive COVID-19 case
- Based on case-by-case circumstances, employee/contractor may be asked to isolate
- Line manager conducts safety talks with the working group on COVID-19, including signs and symptoms and precautions. Line Manager instructs any person showing signs and symptoms of COVID-19 not to attend work
- Austin Powder has policies in place that reflect Federal, State and Local requirements

## What Have Austin Powder Employees Been Instructed To Do if They Test Positive for COVID-19?

---

- Line manager notifies the LLC President and Regional/SHE Directors. Regional Director reviews confirmed case details and persons identified to be in 'close contact' with the confirmed case
- Line manager restricts access to an area where the confirmed case may have had 'close contact' (workstation, bathroom, vehicles, and any meeting rooms) until cleaning and disinfection occurs following the CDC or local public health agency guidelines
- During cleaning and sanitization, personnel who have not had 'close contact' with the confirmed case must work elsewhere
- Austin Powder has a protocol for employees who have tested positive for COVID-19

## Are Service Redundancy Measures in Place at Austin Powder?

---

- Austin Powder operates with direct service sites across the Country. While each client site has a customary primary source of Austin Powder's products and services, Austin Powder is determining the most appropriate secondary line of support should an Austin Powder service team be materially affected by COVID-19
- Options to maintain continuity of service would include (but not be limited to):
  - Service from alternate sites
  - Relocation of MMU assets
  - Temporary relocation of personnel
  - Collaborative management of customer schedules
- If personnel relocation is required, Austin Powder has published specific protocols and guidelines for managers to work through the following scenarios:
  - Employee showing symptoms of the flu/cold WITH a fever of 100.4°F (38°C) or above
  - Employee has been in contact with a COVID-19 carrier
  - Employee is displaying COVID-19 symptoms
  - Employee has tested positive for COVID-19



## How Does Austin Powder Ensure the Security of Supply?

---

- Austin Powder owns and operates manufacturing facilities for AN, ANE, ANFO, packaged explosives, boosters, non-electric detonators, and electronic blasting systems in several regions
- In addition to these Austin Powder owned manufacturing facilities, Austin Powder has long-term supply agreements in place with a range of third parties
- As a result of our significant manufacturing and supply footprint, Austin Powder is not currently experiencing any significant supply impact due to COVID-19
- Supply Chain teams are working with vendors for material input to ensure they are addressing the issue and maintaining a vigilant stance for emerging threats to supply reliability