

The Pride Global Family of Companies
MANDATORY COVID-19 VACCINATION POLICY

Pride wants to assure you of its continued commitment to maintaining a safe and healthy workplace. In furtherance of that commitment, we are taking additional measures to protect our employees, their families, and members of our community from contracting and spreading COVID-19. This policy is based on guidance from the Centers for Disease Control and Prevention (CDC) and federal, state and other administrative agencies and is designed to comply with all applicable federal, state, and local laws. **Please read this policy carefully.**

Consistent with the CDC's, federal, state, local, and other applicable public health guidance, to prevent the infection and spread of COVID-19, and as an integral part of its public health and safety measures, Pride will require that all employees, individuals entering the workplace, including temporary workers and independent contractors (individually "Employee", collectively "Employees"), demonstrate proof of COVID-19 vaccination or a scheduled vaccination appointment by **Friday, July 30, 2021**, unless an exemption from this policy has been granted as set forth below.

Overview:

Except as set forth below in the section titled "Exemptions," all Employees must: (1) be fully vaccinated against COVID-19 (i.e., two weeks following receiving both doses of a two-dose vaccine or a single dose of a one-dose vaccine considered effective by the CDC and/or the World Health Organization ("WHO")), and (2) provide the Pride Benefits Department with proof of vaccination, by July 30, 2021 or within thirty (30) days from the date of initial hire, whichever is later.

Documentation should only include proof of vaccination and not other medical or genetic information (e.g., family medical history). Pride will keep your vaccination information confidential.

Employees who are not in compliance with this policy may be barred from entering the worksite, and may be subject to disciplinary measures, up to and including termination of employment and/or placed on unpaid leave, in accordance with Pride's policy, subject to reasonable accommodation and other requirements of applicable federal, state, and local law. An Employee who has timely requested and has been granted an exemption pursuant to the section below shall not be considered in violation of this policy. Note that Employees who decline to specify vaccination status will be considered unvaccinated for purposes of this policy.

Exemptions:

Any Employee who cannot receive a COVID-19 vaccination because of a qualifying disability or sincerely held religious belief should contact the Pride Benefits Department to request an accommodation by July 30, 2021 or within thirty (30) days from the initial date of hire, whichever is later, to avoid being non-compliant with this policy. Pride will assess whether such Employee is eligible for an exemption from the vaccination requirement in accordance with Pride's policy as well as federal, state, and local law. Pride will keep any medical information obtained in connection with a request for a reasonable accommodation confidential in accordance with, and to the extent required by, applicable law, regulations, and guidance.

Those who are exempted from being vaccinated against COVID-19, as well as those who have received a vaccine that the CDC and/or WHO has not determined to be effective, may be required to undergo COVID-19 testing as recommended by public health authorities and to comply with all company, CDC, federal, state, and local guidance and regulations in effect for individuals who are not vaccinated.

If you believe you are entitled to an accommodation regarding this policy because of a disability or sincerely held religious belief or practice, you are responsible for requesting a reasonable accommodation from the Benefits Department at benefits@prideglobal.com.

Additional Information:

This policy is an essential component of Pride's overall strategy and commitment to maintaining a safe and healthy workplace during the Covid-19 pandemic. This policy is designed for use together with, and not as a substitute for, other safety measures to prevent the transmission of COVID-19.

Pride prohibits any form of discipline, reprisal, intimidation, or retaliation for reporting a violation of this policy or any other health and safety concern. This policy will remain in effect until further notice.

Pride reserves the right to modify this policy at any time in its sole discretion to adapt to changing circumstances and business needs, consistent with its commitment to maintaining a safe and healthy workplace.