

# BarthHaas Group Crisis Management

Last Update on  
November 16th, 2020

## COVID-19 Dashboards

Dear customer,

The following dashboards have been prepared in order to inform you about our joint risk mitigation efforts and emergency response plans to the global outbreak of COVID-19. Please feel free to reach out to your respective contact person at any time, if you require further information. The following pages give a brief overview about the individual measures in each of our companies. An explanation of the traffic lights is given below:



Green light: Business practices have been sufficiently enacted to avoid significant issues and disruptions.



Yellow light: We are monitoring a possible issue.



Red light: An issue has been identified. We are working on it and will give updates on the specific case.

# BarthHaas Group Crisis Management

## COVID-19 Dashboard: BarthHaas Germany



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Status	Risk Area and Key Actions	Status	Risk Area and Key Actions
	<p><b>Business Continuity - Manufacturing Plants</b></p> <ul style="list-style-type: none"> <li>• Daily plant managers situation meeting</li> <li>• Teams and shifts separated from each other</li> <li>• Temperature checks for everybody entering the location</li> <li>• Very high level of awareness and hygiene measures</li> </ul>		<p><b>Virus Spread Mitigation</b></p> <ul style="list-style-type: none"> <li>• Strict hygiene &amp; Sanitation measures in all our locations</li> <li>• Social distancing and remote working enforced</li> <li>• Company quarantine regulation beyond authority levels</li> </ul>
	<p><b>Business Continuity - Office Locations</b></p> <ul style="list-style-type: none"> <li>• Visitors only permitted in exceptional cases after prior registration and health screening.</li> <li>• Majority of staff working remotely</li> <li>• Permanent hygiene measures in all offices</li> </ul>		<p><b>Border Restrictions</b></p> <ul style="list-style-type: none"> <li>• Constant situation monitoring</li> <li>• Domestic &amp; international transports not impacted</li> <li>• Business travel permitted within the Schengen-area only</li> </ul>
	<p><b>Raw Materials &amp; Supplies</b></p> <ul style="list-style-type: none"> <li>• Adequate labor supply for growing season 2020 seems likely</li> <li>• Close coordination with local authorities &amp; grower associations</li> <li>• Active BarthHaas support in recruiting of seasonal workers and development of new farming methods.</li> </ul>		<p><b>Sales &amp; Operations Planning</b></p> <ul style="list-style-type: none"> <li>• Daily senior management situation review</li> <li>• Continuous communication with key accounts</li> <li>• Close coordination between all BarthHaas companies</li> </ul>
	<p><b>Logistics Operations</b></p> <ul style="list-style-type: none"> <li>• Minimal contact to external truck drivers (loading by own employees, document handover via glass window)</li> <li>• Constant alignment with our logistics partners</li> <li>• Increased freight charges and sometimes longer lead times for both air and sea freight due to limited capacities.</li> </ul>		<p><b>COVID-19 Emergency Response Plan</b></p> <ul style="list-style-type: none"> <li>• Emergency Response Plan active</li> <li>• Twice per week senior management situation review</li> <li>• Clearly defined roles, responsibilities and processes.</li> </ul>



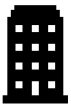





**Legal disclaimer**

The information in this document has been prepared solely for the purpose of information and does not constitute a legal commitment.

# BarthHaas Group Crisis Management

COVID-19 Dashboard: John I. Haas



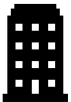







Status	Risk Area and Key Actions	Status	Risk Area and Key Actions
	 <p><b>Business Continuity – Manufacturing Plants</b></p> <ul style="list-style-type: none"> <li>• All plants are operational</li> <li>• Teams and shifts separated from each other</li> <li>• Very high level of awareness and hygiene</li> <li>• Intensive sanitation measures implemented throughout shift activities</li> </ul>		 <p><b>Virus Spread Mitigation</b></p> <ul style="list-style-type: none"> <li>• Strict hygiene &amp; Sanitation measures in all our locations</li> <li>• Social distancing and remote working enforced</li> <li>• Company quarantine regulation beyond authority levels</li> <li>• No visitations permitted (with exception to essential third parties to operations)</li> </ul>
	 <p><b>Business Continuity – Office Locations</b></p> <ul style="list-style-type: none"> <li>• Access to offices is restricted to employees on essential business</li> <li>• Majority of staff working remotely</li> <li>• Permanent hygiene measures in all offices</li> </ul>		 <p><b>Border Restrictions</b></p> <ul style="list-style-type: none"> <li>• Constant situation monitoring</li> <li>• Domestic &amp; international transports not impacted</li> <li>• Domestic &amp; international travel ban for employees</li> </ul>
	 <p><b>Raw Materials &amp; Supplies</b></p> <ul style="list-style-type: none"> <li>• 2020 Harvest completed; crop now delivered into local warehouses.</li> <li>• Grower associations actively monitoring any regulatory developments</li> <li>• Growers individually have labor/management contingency plans</li> <li>• Growers individually have hygiene/sanitation/distancing/quarantine protocols in place for farm crews and closely monitor employee health</li> </ul>		 <p><b>Sales &amp; Operations Planning</b></p> <ul style="list-style-type: none"> <li>• Continuous communication with key accounts</li> <li>• Close coordination between all BarthHaas companies</li> </ul>
	 <p><b>Logistics Operations</b></p> <ul style="list-style-type: none"> <li>• Social distancing &amp; sanitization practices in place at all material exchange points and passages</li> <li>• Monitoring transport vendors for service disruptions, capacity or equipment scarcity, costs</li> <li>• Proactively integrated with internal and external clients ensuring best transport practices with regard for mode, options, and in-transit status</li> <li>• If-then contingencies are in place and anticipated</li> </ul>		 <p><b>COVID-19 Emergency Response Plan</b></p> <ul style="list-style-type: none"> <li>• Emergency Response Plan active</li> <li>• Daily senior management situation review</li> <li>• Clearly defined roles, responsibilities and processes.</li> </ul>

# BarthHaas Group Crisis Management

## COVID-19 Dashboard: Hop Products Australia



Status	Risk Area and Key Actions	Status	Risk Area and Key Actions
	 <p><b>Business Continuity – Crop 2020 Harvest &amp; Pelleting</b></p> <ul style="list-style-type: none"> <li>• Daily plant managers situation meeting</li> <li>• Access to farms restricted to employees only</li> <li>• Labor requirements met, shifts separated from each other and very high level of awareness and hygiene measures.</li> </ul>		 <p><b>Virus Spread Mitigation</b></p> <ul style="list-style-type: none"> <li>• Strict hygiene &amp; Sanitation measures in all our locations</li> <li>• Social distancing and remote working enforced</li> <li>• Company quarantine regulation beyond authority levels</li> </ul>
	 <p><b>Business Continuity – Office Locations</b></p> <ul style="list-style-type: none"> <li>• Access to offices is restricted to employees only</li> <li>• Majority of staff working remotely</li> <li>• Strict hygiene measures in all offices</li> </ul>		 <p><b>Border Restrictions</b></p> <ul style="list-style-type: none"> <li>• All Australian state borders closed to non-essential passage</li> <li>• All farms and operations closed to non-essential personnel</li> <li>• Domestic &amp; international freight not impacted (yet!)</li> <li>• Domestic &amp; international travel ban for employees</li> </ul>
	 <p><b>Raw Materials &amp; Supplies</b></p> <ul style="list-style-type: none"> <li>• All materials on hand to complete pelleting crop 2020</li> <li>• Farm inputs for crop 2021 under review</li> </ul>		 <p><b>Sales &amp; Operations Planning</b></p> <ul style="list-style-type: none"> <li>• Daily senior management situation review</li> <li>• Continuous communication with key accounts</li> <li>• Close coordination between all BarthHaas companies</li> </ul>
	 <p><b>Logistics Operations</b></p> <ul style="list-style-type: none"> <li>• Constant monitoring of logistics company advice</li> <li>• Pre-booking of equipment to avoid delays &amp; shortages</li> <li>• Monitoring increases in cost</li> </ul>		 <p><b>COVID-19 Emergency Response Plan</b></p> <ul style="list-style-type: none"> <li>• Emergency Response Plan active</li> <li>• Daily senior management situation review</li> <li>• Clearly defined roles, responsibilities and processes.</li> </ul>

# BarthHaas Group Crisis Management

## COVID-19 Dashboard: BarthHaas UK



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Status	Risk Area and Key Actions	Status	Risk Area and Key Actions
	<p><b>Business Continuity - Manufacturing Plant</b></p> <ul style="list-style-type: none"> <li>Daily order planning meeting to ensure material availability</li> <li>Additional cross-training for resource flexibility</li> <li>Enhanced hygiene protocols and physical distancing for on-site personnel</li> </ul>		<p><b>Virus Spread Mitigation</b></p> <ul style="list-style-type: none"> <li>Strict hygiene &amp; sanitation measures in place.</li> <li>Social distancing and remote working enforced.</li> </ul>
	<p><b>Business Continuity - Office Locations</b></p> <ul style="list-style-type: none"> <li>Limited office staff presence to create safe office working space supplemented by remote working arrangements</li> <li>Business meetings only by appointment and subject to social distancing guidelines</li> </ul>		<p><b>Border Restrictions</b></p> <ul style="list-style-type: none"> <li>Constant situation monitoring</li> <li>International Business travel suspended</li> </ul>
	<p><b>Raw Materials &amp; Supplies</b></p> <ul style="list-style-type: none"> <li>Global BarthHaas supply chain for inbound raw materials operating normally</li> <li>Adequate safety stocks of solvents, reagents and packaging secured and available</li> </ul>		<p><b>Sales &amp; Operations Planning</b></p> <ul style="list-style-type: none"> <li>Daily operations reviews</li> <li>Close coordination with BarthHaas Group colleagues</li> </ul>
	<p><b>Logistics Operations</b></p> <ul style="list-style-type: none"> <li>Additional hygiene controls in place for interactions with logistics providers.</li> <li>Airfreight availability limited due to reduced aircraft traffic.</li> <li>Ocean / Road freight availability ok but at higher prices.</li> </ul>		<p><b>COVID-19 Emergency Response Plan</b></p> <ul style="list-style-type: none"> <li>Emergency Response Plan active</li> <li>Constant senior management situation review</li> <li>Clearly defined roles, responsibilities and processes</li> </ul>