

BarthHaas Group Crisis Management

Last Update on
September 15th, 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>Business Continuity - Manufacturing Plants</p> <ul style="list-style-type: none"> • Daily plant managers situation meeting • Teams and shifts separated from each other • Temperature checks for everybody entering the location • Very high level of awareness and hygiene measures 		<p>Virus Spread Mitigation</p> <ul style="list-style-type: none"> • Strict hygiene & Sanitation measures in all our locations • Social distancing and remote working enforced • Company quarantine regulation beyond authority levels
	<p>Business Continuity - Office Locations</p> <ul style="list-style-type: none"> • Visitors only permitted in exceptional cases after prior registration and health screening. • Majority of staff working remotely • Permanent hygiene measures in all offices 		<p>Border Restrictions</p> <ul style="list-style-type: none"> • Constant situation monitoring • Domestic & international transports not impacted • Business travel permitted within the Schengen-area only
	<p>Raw Materials & Supplies</p> <ul style="list-style-type: none"> • Adequate labor supply for growing season 2020 seems likely • Close coordination with local authorities & grower associations • Active BarthHaas support in recruiting of seasonal workers and development of new farming methods. 		<p>Sales & Operations Planning</p> <ul style="list-style-type: none"> • Daily senior management situation review • Continuous communication with key accounts • Close coordination between all BarthHaas companies
	<p>Logistics Operations</p> <ul style="list-style-type: none"> • Minimal contact to external truck drivers (loading by own employees, document handover via glass window) • Constant alignment with our logistics partners • Increased freight charges and sometimes longer lead times for both air and sea freight due to limited capacities. 		<p>COVID-19 Emergency Response Plan</p> <ul style="list-style-type: none"> • Emergency Response Plan active • Twice per week senior management situation review • Clearly defined roles, responsibilities and processes.



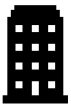





Legal disclaimer

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

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COVID-19 Dashboard: Hop Products Australia



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

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