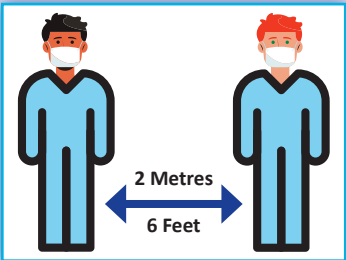


VersaCold is committed to ensuring the safety of our employees so Canadians can have access to safe, quality food. To help ensure that during the current wave of COVID-19, please note the following:



Mitigation – Offsite:

- Employees who are not feeling well should not come into work (colds, severe coughs, fevers, nausea, etc.)
- Employees who are capable of working from home should continue to do so



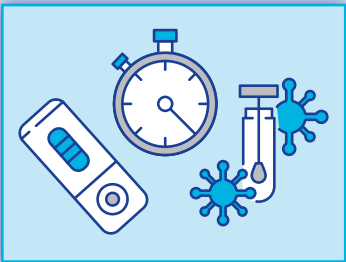
Mitigation – Onsite:

- Physical distancing and sanitation measures are mandatory and must be observed at all times
- Masks must be worn within facilities and can only be removed during meal breaks when sufficient distance can be maintained between co-workers



Meetings:

- In-person meetings should be delayed at this time
- This includes site visits by customers and off-site meetings with our sales team



Case Management:

- Managers have the right to request that an employee complete a rapid test if they are showing signs of COVID-19 or there is reason to believe the person is positive
- In the event of a confirmed case or suspected close contact, next steps will be determined in conjunction with local public health guidance

As a result of the efforts of our employees, to date, VersaCold has not lost a single day of operations due to a COVID-related outbreak. With these measures in place, we expect to continue to provide a safe operating environment for our employees and operational supply chain for our customers.