



CUSTOMER ADVISORY

APL LOGISTICS COVID-19 VACCINATION MANDATE FOR NORTH AMERICA EMPLOYEES

October 27, 2021,

Dear Valued Customer,

Through the pandemic, APL Logistics has continually developed and evolved its COVID-19 infection prevention protocols to protect the health and safety of our employees, customers, visitors, and communities. Our masking, sanitizing, remote work, quarantine, and other policies have always been guided by the recommendations of public health authorities as we work to prevent the spread of COVID-19 in our worksites and among our employees.

Scientific studies have shown that in addition to these preventive measures, vaccination against COVID-19 is safe and effective at reducing the spread of COVID-19. Also, in the case of break-through COVID-19 infection, vaccinations effectively prevent severe illness and hospitalization. Therefore, APL Logistics has concluded that requiring vaccination is the best way to protect our employees and their families, our customers, and the greater community from the virus.

In addition, APL Logistics is also subject to recent mandates requiring certain employees of federal contractors to be fully vaccinated by December 8, 2021. The federal government has also ordered the Occupational Safety and Health Administration to distribute rules requiring private employers with more than 100 employees to mandate vaccination or weekly testing for COVID-19. We expect to see those rules shortly and will also be required to comply with them.

Given the above, all North America employees, including office contingent workers (*excluding CLS hourly floor operators at this time*), will be required to be fully vaccinated on the following timeline:

- By December 3, 2021: Received a single-dose vaccination or the first dose of a two-dose vaccination.
- By January 1, 2022: Received a second dose of a two-dose vaccination.

This Policy is subject to change if and when required by state or local law. Until such change is communicated to those employees affected by the change, this Policy shall remain in effect. The safety and health of our employees, customers, and the wider community is paramount.

Sincerely,

APL Logistics