

April 30, 2020

## Fritz Industries Coronavirus COVID-19 Policy Restatement

Dear Fritz Employees,

We hope you and your families are remaining safe and healthy through this pandemic. We have been getting a few questions on how the Phase 1 economic reopening in Texas will affect Fritz and its employees. At this time, there are no changes to our COVID-19 policies and procedures. We must continue to practice social distancing, wearing face masks and checking temperature both at home and at work prior to shift.

Fritz has been very lucky to have been able to stay open and working through all of this which has reduced the impact on our employees and, of course, the ESOP. We have also been blessed that none of our employees have been confirmed positive for COVID-19 thus far. This is a testament to the diligence we are all following to keep everyone protected. We must continue with this commitment. Please continue to thoroughly practice the safety measures listed above even as non-essential businesses open back up. It is all of our job to keep COVID-19 out of Fritz. Information will be sent to all employees when these requirements can be relaxed.

**Our number one priority has been and will continue to be our commitment to our employees' health and safety.**

Click [here](#) to view all of the policy documents we have published.

### Company Safety Policies

Please follow the Company's safety policy including Company rules related to the use of personal protective equipment, including the use of gloves, eye and face protection, and respiratory protection. If you have any questions about the Company's safety policies or the use of personal protective equipment, please contact Safety or HR.

**The company reserves the right to revise any policies as it deems appropriate, in its sole discretion, and with or without advance written notice.**