

April 7, 2021

Fritz Industries Coronavirus COVID-19 Facemask Policy Update

Dear Fritz Employees,

Over the last several weeks the numbers of infected persons and hospitalizations due to COVID-19 has been in decline in the State of Texas. This decline can be attributed to the adherence to COVID policies as well as the availability of vaccines to the general public. In response to the declining rates, Governor Greg Abbott issued Executive Order GA-34 which eased COVID-19 restrictions placed on Texas businesses and industries.

At Fritz we have continued with several of our COVID policies (wearing facemasks, social distancing, practicing good personal hygiene, and recommending getting vaccinated) to ensure a continued safe and healthy workplace even while these restrictions were lifted by the Governor. Now the CDC states vaccinated adults can interact indoors with others without the use of a facemask. Beginning **Monday April 12, 2021**, Fritz Industries will no longer require employees and or visitors to wear a face mask while on site at our work locations. Social distancing (remaining 6 feet apart where possible and avoiding large groupings) and practicing good personal hygiene (washing hands) should still be practiced. Fritz Industries does not require employees to get vaccinated but does recommend it. Continued voluntary use of facemasks is acceptable. The use of a facemask in certain public settings (air travel, public transportation, federal facilities) is still required for those who may be traveling for business.

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

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.