

## Adient U.S. Locations Face Covering Policy

Due to the improvement in COVID trends within the US, Adient is prepared to take the next step towards reduced COVID protocols at our workplaces. While the safety of all our employees will continue to be the priority, we believe we are at a point where we can change our face cover requirements for vaccinated employees.

**Effective July 2 at 7:00 am** (or thereafter-actual start date is up to plant leadership), employees that are fully vaccinated (2 weeks past final shot) are not required to wear a face covering at work.

- In order to remove your face covering, vaccination cards must be presented to HR or Health and Safety for visual inspection. No copies or photos of the vaccine cards are allowed. Fully vaccinated means it has been at least 2 weeks after your second shot of a two-dose vaccine (Pfizer/Moderna) or at least 2 weeks after your single shot dose of a single-dose vaccine like dose of the Johnson & Johnson Janssen vaccine.
- Employees who are not vaccinated for any reason (including medical or religious) are required to wear a face covering at all times
- Employees who are vaccinated may continue to wear a face covering if preferred
- Employees should not be discriminated against, harassed, or questioned about why they are not vaccinated or why they choose to wear a face covering from neither plant leadership nor their co-workers. Discrimination and harassment will not be tolerated.
- External visitors must wear a face covering. Adient (internal) visitors do not have to wear a face covering if their vaccination has been verified by their local HR or Health and Safety.
- Temporary/Contract employees will be required to provide proof of vaccination to their agency in order to be exempt from wearing a face covering.
- If local requirements (state, county, etc.) conflict with this policy, the local requirements will apply

Although proof of vaccination isn't mandatory – it is required for anyone who wants to be exempt from wearing a face covering. We still have a responsibility to maintain a safe workplace and therefore appropriate protection is required for those that aren't vaccinated.

Please note that this policy is subject to change. We will continue to review data and seek the recommendations of health care agencies and professionals to make future decisions with the goal of keeping our employees safe.