



24 March 2020

### **EOS' Response to COVID-19 and Action Plan**

As the COVID-19 situation continues to evolve, our number one priority is the safety and well-being of all our employees.

Following the guidance of the Government and local health experts, EOS is implementing a number of measures in Australia and across our global subsidiaries to mitigate the spread of COVID-19 whilst minimising the disruptions to our day-to-day operations. Those arrangements are adjusted as required to comply with statutory requirements and to address developing risks.

To enforce social distancing, flexible working arrangements have been put in place for all employees. Those who are able to work from home are working remotely. This now applies to the large majority of EOS staff.

Employees who cannot work remotely have been spread out within our facilities and additional cleaning and hygiene practices are also in place. EOS has taken every practical measure to preserve production as best as possible, including distancing between production cells.

Staff, shareholders, partners and customers can be assured that all possible steps have been taken to mitigate the impact of COVID-19 on their health and safety. Within statutory limits, EOS has also mitigated the impact on the company's contractual obligations. Under current statutory requirements those impacts are moderate, but those impacts may increase as stronger containment measures are mandated by government.

EOS will continue to monitor the situation vigilantly and will inform and update our workplace measures accordingly.

A handwritten signature in blue ink, appearing to read 'Ben Greene', is positioned above the printed name and title.

**Ben Greene**

EOS Group CEO