



COVID-19 FY2022 President's Club Policy

Health and Safety Requirements

What is the Purpose of this Policy?

This COVID-19 2022 President's Club Policy ("Policy") is intended to provide general health and safety information and requirements applicable to any attendee of the FY2022 President's Club Event (the "Event"). This Policy covers both Sovos employee attendees and any guests they may invite to join them at the Event.

What are the Requirements to Attend the Event?

To attend the event, each Sovos attendee must agree to an online acknowledgement certifying that both they and any guest they invite to attend the Event are fully vaccinated for COVID-19 with a vaccine approved by use in their country of residence. For the purposes of this Policy, and as of the effective date of this policy, "fully vaccinated" has the meaning provided by the United States Center for Disease Control or the relevant public health authority in the country of residence for the attendee and means at least 14 days after the final dose of a vaccine or vaccine series.

Sovos attendees must further certify that they will not attend the Event, or allow any guest they invite to attend the Event, if any of the following are present:

- Any symptoms of COVID-19, including but not limited to fever, cough, or shortness of breath;
- Fever of 100.4 degrees Fahrenheit or 38 degrees Celsius, or higher;
- Undergoing evaluation for COVID-19, such as awaiting the results of a COVID-19 test;
- Diagnosis or positive test for COVID-19; or
- Close contact to someone with COVID-19

If any of the above are present at the time of the Event or within the 10 days preceding the Event, the attendee or their guest should not attend the Event

Please note that Sovos takes any violations of this policy seriously, and an Employee's violation of this Policy may result in disciplinary action.

Will This Policy Change?

Given the evolving impact of COVID-19 over time, Sovos may revise this Policy from time-to-time to adjust to developing facts in advance of the Event. Sovos is committed to complying with all applicable legal requirements and will consider available guidance from public health authorities in making any adjustments to this Policy.

What If I Do Not Meet the Requirements of This Policy?

There are two options to choose from:



1. Please reach out to their regional HR leaders for a consultative process.

U.S: Paige Walters

Europe: Gail Sampson

LATAM: Hannah Denford

2. You can opt for a bonus, which we refer to as the “choose your own adventure” reward.

Questions?

If employees have additional questions related to the Policy, they may contact their local Human Resources team directly or send their questions to presidentsclub@sovos.com.