

MEMO

Date: 25.11.2021

Issued by: Aurubis plant Hamburg

Topic: **New Infection Protection Act in Germany: rule on being vaccinated, recovered, or tested (3G) and obligation to work from home starting November 25, 2021, plant Hamburg**

Dear Sir or Madam,

The New Infection Protection Act in Germany: rule on being vaccinated, recovered, or tested (3G) and obligation to work from home starting November 25, 2021

- Entry to plant only for those who are vaccinated, recovered, or tested
- Self-tests will not be recognized
- Access control through plant IDs
- No entitlement to continued pay if 3G proof isn't provided

The German Federal Parliament and the Federal Assembly passed an amendment to the Infection Protection Act last week. In addition to reintroducing the obligation to work from home, the 3G rule in the workplace is also among the new measures that will be in place nationwide until March 19, 2022.

Therefore, starting **Thursday, November 25, 2021, only those who are vaccinated, recovered, or have a negative test from the current day (referred to in Germany as the 3G rule) are permitted to enter the premises of Aurubis AG.** The implementation of the 3G rule will start at the beginning of the early shift.

This rule applies to the entire staff and to employees of external companies, service and partner companies, and suppliers – in other words, any person who wants to enter the premises. Employees of external companies also have to carry an appropriate ID document at all times that proves their 3G status, and be able to show it at any time.

To uphold the implementation of the 3G rule, **all plant IDs will be disabled for the entrance turnstiles at first, and the company WISAG will check 3G proof around the clock before anyone can enter the plant premises.** Controlled entry to the plant premises is possible at the following locations:

- Waschkaue Nord and Waschkaue Ost (the north and east locker rooms) remain open at all times; security staff are at both entrances at all times
- The main entrance is only open for visitors
- Tor Süd (the south gate) is open from 5:45 a.m. – 1:45 p.m.
- The entrance turnstile at Hovestrasse 50 and Pflanzenschutztor Süd are open at all times **for those who are registered as vaccinated or recovered**

Unvaccinated employees can only enter through the Waschkaue Nord und Ost (the north and east locker rooms).

Here's how to provide 3G proof:

Vaccination certificate:

You can prove your vaccination status with a digital certificate, together with a photo ID or your plant ID. You have the option of proving your vaccination status in advance at the Ausweisstelle (ID Office) in Werk Nord (Plant North), in the Werksekretariat (Central Secretarial Services, Ms. Thiede), or with the External Company Officer. An additional registration point is being planned for the Werkstor Ost (east plant gate). Aurubis will record your vaccination status and is permitted to save this information until March 19, 2022 in accordance with the new Infection Protection Act. You will then receive a sticker, if you haven't received one already, on your plant ID or external company ID that you will have to show before entering the plant premises in the future. The plant ID will then be activated so that you can use the turnstiles without any further checks.

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Proof of recovery: You can prove your recovery status with a digital recovery certificate, together with a photo ID or your plant ID. The test result has to be at least 28 days in the past and not older than 6 months. Your recovery status, including the expiration date, will be noted and can be saved until March 19, 2022 in accordance with the new Infection Protection Act. You will then receive a sticker, if you haven't received one already, on your plant ID or external company ID that you will have to show before entering the plant premises in the future. The plant ID will then be activated so that you can open the turnstiles independently.

Proof of test: The proof of test can be provided in the form of a negative test certificate for a coronavirus rapid antigen test that isn't older than 24 hours. As an alternative, an official PCR test result can be submitted that isn't older than 48 hours. As soon as the proof is provided, the person is permitted entry to the plant. However, the plant ID remains permanently blocked for entry during the period these measures are in place. The other functions of the plant ID for clocking in and out, receiving PPE, and similar purposes remain. When you leave the plant premises at the end of the workday, the company WISAG will manually open the turnstiles.

Only tests from certified testing locations will be accepted, such as testing centers, pharmacies, or doctors' offices. **Self-tests will not be recognized.** The test has to have taken place before work began. **Rapid antigen tests will not be offered on site at Aurubis.**

Employees who can't provide proof of being vaccinated, recovered, or tested, or who refuse to be checked, will be asked to leave the Aurubis premises. In this case, there is no entitlement to continued pay. This conduct can also lead to an official reprimand or a report to the authorities.

Self-tests

Aurubis will continue to offer 2 self-tests per employee per week. The tests serve only to provide orientation regarding your own infection status.

Obligation to work from home / remote work

The obligation to work from home, which hadn't been in effect anymore in the meantime, is back in force and replaces the current arrangement regarding remote work. This means that Aurubis is enabling all employees whose work is appropriate for this to work from home. The employees must make use of this offer.

Delivery traffic

When delivering goods and items of any kind to or from the premises, drivers are required to wear an FFP2 mask, effective immediately. The drivers may only leave their vehicles when this can't be avoided. Contact must be reduced to an absolute minimum.

Company cafeterias

The company cafeterias will stay open under the current guidelines for the time being.

Infobox: Booster shots

Coronavirus vaccinations are still being offered in the Plant Medical Department. Furthermore, all employees 40 and over whose **first vaccination was at least 6 months ago and/or whose second vaccination was at least 4 months ago** can receive booster shots with the BioNTech vaccine.

Thank you!