



COVID-19 EMERGENCY PLAN

Version 040320

HCS A/S Transport & Spedition is closely monitoring the development of the Corona virus. We are following the advice and guidance provided by our organizational origin, Dansk Industri (Danish Industry). Furthermore, HCS is following advice and guidance regarding the Corona virus that are received on a regular basis from the Danish authorities.

Description of emergency plan

HCS complies with the recommendations issued by the Danish authorities and our organization, Dansk Industri (Danish Industry):

- HCS actively participates in helping to fight the spread of the disease. This is done by keeping employees at home for 14 days if they have been travelling to risk areas. If possible, these employees will be working from home. This also applies even if the employees have not been in direct contact with infected individuals.
- If an employee is suspected of being infected, he/she, the colleague or HCS should call the doctor / emergency room to receive further instructions in this matter.
- All employees are instructed to follow the general recommendations to avoid respiratory infection:
 - Thorough hand hygiene and hand disinfection
 - Avoid contact with individuals with signs of a cold and/or respiratory infection
 - If sneezing or coughing, use disposable handkerchief or alternatively the elbow bend
- All subcontractors in the form of external hauliers within our "Transport & Spedition" are instructed by the central administration of HCS in the above mentioned recommendations to avoid infection with respiratory viruses. At the same time, external hauliers within our "Transport & Spedition" are continuously informed when changes occur in the recommendations that HCS receives from the Danish authorities and our organization, Dansk Industri (Danish Industry).

HCS will continue to monitor the Corona virus situation closely and adapt the company's guidelines and procedures in line with the development and recommendations of the competent authorities.

March 2020

Mads Frederiksen, CEO