

March 17, 2020

**Daubert Chemical COVID-19 Response and Preparedness Plan**

In response to the onset and spread of the COVID-19 Coronavirus situation here in the U.S., provided below are steps and measures that Daubert Chemical Company has instituted related to:

- (1) Precautions we have taken to minimize the potential for the Coronavirus to manifest itself within our facilities and work environment.

and,

- (2) Preparedness plans we have put into place aimed at ensuring continued operability of our business.

Our focus and commitment are upon ensuring both the safety of our employees, and by connection, our ability to provide our valued customers with continuity of supply of the products they have come to rely upon from Daubert.

Listed below are steps we have implemented in support of our above-stated objectives, specifically including,

- Cancelling/ postponing all business travel and outside meetings and events.
- Severely restricting access to our facilities, limiting only to visitors required on-site for essential activities – and in such instances, requiring visitors to be pre-screened for any COVID-19 type conditions/exposure.
- Minimizing internal person-to-person interactions, through the limiting of face-to-face meetings to those deemed most essential – and mandating increased social distancing between all of our employees.
- Soliciting “continuity of supply” assurances from all of our major suppliers of raw materials, and by connection, increasing inventory stocking levels on select raw materials, as warranted by product-specific demands and/or those involving the longest supply lines and time horizons.
- Planning and preparing for the ability to run our operation on a skeletal basis, should the need arise, supported through augmented capabilities for select individuals to work remotely.

In the interests of maximizing our ability to meet our customer’s evolving product demand levels during this volatile period, we request and encourage feedback related to both firm and forecasted demand levels and corresponding timing anticipated. Beyond anticipated product demand levels, should any of our customers happen to have special needs or concerns, we encourage these to be registered with their normal Daubert contact.

Naturally, we will continue to monitor this situation very closely and update you in the event that changing conditions warrant our doing so.

To confirm though, Daubert Chemical continues to be fully operational, and is committed to taking whatever steps and measures may be necessary and within our control, to ensure we remain so.