

Date:3/25/2020

Covid-19 Emergency Action Plan

Team:

At Franklin Labs, our priority is the health and safety of our staff, patients, families, and community. Given this and the continued spread of Coronavirus around the country and in Pennsylvania, we are updating our policy to include this pandemic, please note that this policy can change minute by minute as things change. We are a life sustaining business and will continue to operate and provide the community with medicine as long as we can safely do so. Please review this document and familiarize yourself with proper practices to stay healthy and safe during this time as well as the proper actions to take if you become ill or someone living in your home becomes ill.

1. If you develop an illness such as cold/flu like symptoms please stay home. Upon returning to work you will be required to wear a mask for 3 days to help avoid any contagions. If you cannot come to work due to illness you will not be penalized but we do reserve the right to ask for a doctor's note to justify absences.
2. If you think you may have come into contact with the coronavirus please seek medical attention, contact your manager to notify them, get tested, and keep your manager updated.
3. Personal travel is highly discouraged both because you increase the chance of infection for yourself, our staff, our patients, and all their respective families, and because you should consider the risk of getting stuck wherever you're going. If you are traveling outside of the state, you will be placed on mandatory unpaid leave for at least 2 weeks post returning unless explicitly cleared via a negative test result and upper management approval.
4. It is always best to practice good hygiene and focus on having a healthy lifestyle. Take your vitamins, eat clean and healthy, stay active, and build your immune system every day.
5. Employees are expected to remain informed on and adhere to government restrictions and mandates throughout this emergency. If employees are caught knowingly refusing to follow mandates they will be disciplined up to and including termination.
6. Please consult a naturopathic physician and/or nutritionist for ways that you can build your immune system if you need direction. A few natural immune boosters that you can take today are:

1. **Garlic** (Fresh or aged garlic supplements) (Fresh is best, mince and let sit for 15 minutes to allow the allicin, diallyl disulfide and s-allyl cysteine to start reacting, these compounds play a role in Garlic's health benefits. 1 clove of garlic is rich in Manganese, Vitamin B6, Vitamin C, Selenium, Fiber, Calcium, copper, potassium, phosphorus, iron and Vitamin B1 and aids in boosting the immune system and is a natural anti-inflammatory among other benefits.

2. **Ginger** (Fresh, dried, powdered, oil, or juice). Ginger has many different health benefits but for this purpose we focus only on its aid in fighting infections. (Geingerol is the bioactive compound found in fresh ginger that works to reduce infections and inhibit the growth of many different types of bacteria and respiratory infections.)

3. **Turmeric** (Curcumin a compound found in turmeric is known to have properties that helps boost your immune system and reduces inflammation)

4. **Vitamin C** -One of the biggest immune boosters, it can be found in oranges, grapefruits, tangerines, strawberries, bell peppers, spinach, kale and broccoli.

5. **Vitamin B6** -is vital in supporting biochemical reactions in the immune system. You can find it in chicken and cold water fish such as salmon and tuna (Tuna light is preferred as this is made from smaller species of tuna with lower levels of mercury, Albacore is quite large and high in mercury, if you have a choice choose Tuna light).

6. **Vitamin E** -is a powerful antioxidant that fights off infections in the body. Food rich in Vitamin E includes nuts, seeds, spinach.

Workplace Sanitation:

1 sanitation of all commonly touched surfaces in facility done by trimming at start of work with isopropyl alcohol

1 sanitation of all commonly touched surfaces after lunch done by cultivation with isopropyl alcohol

1 sanitation of all commonly touched surfaces at end of day done by packaging team with isopropyl alcohol

Use social distancing practices with each and every task this may decrease efficiency on some tasks, but our health is paramount in this emergency.

Employees must wear gloves and supplied bandanas while working to prevent transfer of the germs on our hands.

Wash hands as often as possible.

Helpful Information:

Here is what I have done and the precautions that I take and will take. These are the same precautions I currently use during our influenza seasons, except for the mask and gloves.:

- 1) NO HANDSHAKING! Use a fist bump, slight bow, elbow bump, etc. — Don't be afraid to bring the Air 5 back!
- 2) Use ONLY your knuckle to touch light switches or elbows. elevator buttons, etc.. Lift the gasoline dispenser with a paper towel or use a disposable glove.
- 3) Open doors with your closed fist or hip - do not grasp the handle with your hand, unless there is no other way to open the door. Especially important on bathroom and post office/commercial doors.
- 4) Use disinfectant wipes at the stores when they are available, including wiping the handle, child seat, and any areas that may be touched on grocery carts.
- 5) Wash your hands with soap for **at least 20 seconds** and/or use a **greater than 60%** alcohol-based hand sanitizer whenever you return home from ANY activity that involves locations where other people have been, wash your hand thoroughly.
- 6) Keep a bottle of sanitizer available at each of your home's entrances. AND in your car for use after getting gas or touching other contaminated objects when you can't immediately wash your hands.
- 7) If possible, cough or sneeze into a disposable tissue and discard and wash your hands thoroughly right after. Use your elbow only if you have too. The clothing on your elbow will contain infectious virus that can be passed on for up to a week or more!
- 8) When you return home change out of the clothes you went out in and take a shower

immediately, as your clothes and skin can be teeming in bacteria.

Note: This virus is spread in large droplets by coughing and sneezing. This means that the air will not infect you! BUT all the surfaces where these droplets land are infectious for about a week on average - everything that is associated with infected people will be contaminated and potentially infectious. The virus is on surfaces and you will not be infected unless your unprotected face is directly coughed or sneezed upon. This virus only has cell receptors for lung cells (it only infects your lungs) The only way for the virus to infect you is through your nose or mouth via your hands or an infected cough or sneeze onto or into your nose or mouth. Also keep in mind that droplets are common during speech, it is suggested to stay about 6 feet apart from people during prevention efforts.

What I have stocked in preparation for the pandemic spread to the US:

1) Latex or nitrile latex disposable gloves for use when going shopping, using the gasoline pump, and all other outside activity when you come in contact with contaminated areas.

2) Stock up with disposable surgical masks and use them to prevent you from touching your nose and/or mouth (We touch our nose/mouth 90X/day without knowing it!). This is the only way this virus can infect you - it is lung-specific. The mask will not prevent the virus in a direct sneeze from getting into your nose or mouth - it is only to keep you from touching your nose or mouth.

3) Stock up now with hand sanitizers and latex/nitrile gloves (get the appropriate sizes for your family). The hand sanitizers must be alcohol-based and greater than 60% alcohol to be effective.

4) Stock up now with zinc lozenges. These lozenges have been proven to be effective in blocking coronavirus (and most other viruses) from multiplying in your throat and nasopharynx. Use as directed several times each day when you begin to feel ANY "cold-like" symptoms beginning. It is best to lie down and let the lozenge dissolve in the back of your throat and nasopharynx. Cold-Eeze lozenges is one brand available, but there are other brands available.

~Final Thoughts~

These are all important suggestions to implement as a precautionary measure not only during this time, but in your everyday lives as well. We will keep you all updated when

things change with this situation. If you have any questions or concerns do not hesitate to reach out to management and discuss your concerns/situations as they are here to help you through this time.

Stay safe and healthy
everyone! — Franklin Labs
Management