

December 9, 2020

Dear Colleagues,

**Message to our
Outsourced Service
Providers:
Changes to Quarantine
Guidance**

BMS is committed to the health and safety of our workforce and that of our partners who support us at our sites so that we can continue to deliver medicines to patients around the world. Like you, we are also planning our remote workforce's return to the workplace at the appropriate times.

As we are doing with all our employees, we encourage our Outsourced Service Providers to take time off in alignment with their respective employer's personal time policies. At the same time, we expect Outsourced Service Providers to practice the same diligence as our employees when traveling for personal reasons.

Accordingly, based on the CDC guidelines, BMS has implemented the following guidelines for the Outsourced Service Providers that align with our global workforce principles and expectations.

- Quarantine can end after day 10 without testing and if no symptoms have been reported during this period of time. Unless local government requires a 14 day quarantine.
- If testing is available, Service Provider may obtain a PCR test on day 6. If test is negative and the Service Provider has had no symptoms during this time they may discontinue quarantine after day 7 and return to work. Unless local government requires do not allow for a test out option.
- If the Service Provider is able to work from home during quarantine, he or she should continue to do so.
- If the Service Provider is unable to work from home, the Service Provider should discuss with his or her manager if there is a reasonable and temporary modification that would allow him or her to work from home.
- If the modification is not possible and the travel was not for business reasons, the Service Provider will need to take personal/sick/vacation time, as applicable, for as long as local regulations require in accordance with their employer's policy.
- If the personal time of the Service Provider is not sufficient to cover the quarantine period, BMS (at its own discretion) is willing to work with the Service Provider's employer to bridge the gap between their maximum time off and the

required quarantine period by allowing the contractor to work from home for the remainder of the time required with a cap of two events per year per person.

Please note that this guidance is discretionary and subject to change at BMS's sole discretion (subject to applicable state, local, and federal laws). Therefore, there is no obligation for BMS to provide any support and neither the Outsourced Service Provider nor you as its employer have any right or claim for any support.

Please reach out to the Strategic Sourcing and Procurement Category Lead or the Business Unit Leader if you have any questions.

For additional information on this matter, BMS will also issue a FAQs, please visit supplierlink.bms.com where you can find the latest information on our policies. Thank you for your support.

Sincerely,

Farryn Melton

Senior Vice President & Chief Procurement Officer
Strategic Sourcing & Procurement