



 Bristol Myers Squibb™

Message from Farryn

June 1, 2020

Dear Colleagues,

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 for our remote workforce to return to the workplace at the appropriate times.

The timelines and circumstances of our return will vary across the globe, and all of our recovery plans will be grounded in the same set of global core principles:

- Serving the Needs of our Patients and Customers
- Prioritizing Health and Safety
- Following Medical Advice and Government Direction
- Leading with Compassion and Flexibility
- Modeling Key Learnings

Each BMS site leader is preparing site-level plans; and they will provide you with more details as they become available. Importantly, your site leader or general manager will provide the details on WHO, WHEN and HOW their workforce will return to the workplace. The following are policies and guidelines for the contract workforce inclusive of Contractors, Outside Service Providers and contingent labor that align with our global workforce principles and expectations.

- Given that BMS will be following a phased approach in returning to the workplace, the contract workforce may be asked to continue to work from home for an extended period of time. Your employees will receive specific planning dates for their return from their manager or contract relationship manager at BMS once their specific site and business unit plans are finalized.
- ***Each site's mask policy may differ. Many BMS sites will require that everyone wear a mask at all times while on-site, except when eating or drinking.***
- Until local conditions sufficiently improve; physical distancing must be followed onsite, including in huddle rooms, conference rooms, and collaboration spaces. Capacity for all these areas will be limited. ***All employees will be required to maintain 6ft/2m physical distance at all times.***
- BMS Training will be required for the entire contractor workforce and will need to be completed prior to or immediately upon their return. Please ensure that your

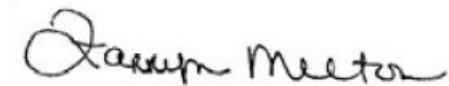
employees are aware of this requirement and also that if your employees are sick, that they should not be at a BMS site.

- Some visitors and contractors coming on-site will be requested to participate in health screening and travel assessments (varies by site and government regulations). All visitors to BMS sites will be escorted/directed while on site to ensure Physical Distancing.

We will continue to partner with you to ensure the safe return of the workforce. Please reach out to your Strategic Sourcing and Procurement Category Lead or your Business Unit Leader if you have any questions. We take this process seriously and your health, wellbeing and safety are our main priorities.

For additional information on BMS' Return to Work Strategy and our Return to Work FAQs, please visit supplierlink.bms.com where you can find the latest information on our policies. Thank you for your support.

Sincerely,

A handwritten signature in black ink that reads "Farryn Melton". The signature is written in a cursive, flowing style.

Farryn Melton
Senior Vice President & Chief Procurement Officer
Strategic Sourcing & Procurement