



COVID-19 PREPAREDNESS & RESPONSE PLAN

Casey's is committed to providing a safe and healthy workplace for all our Team Members and a safe shopping experience for our guests. To that end, Casey's has developed this COVID-19 Preparedness and Response Plan ("Plan") in response to the COVID-19 pandemic. The Plan is administered by the Risk Management Department, which maintains the overall authority and responsibility for the Plan. However, leaders and Team Members are equally responsible for supporting, implementing, complying with, and providing recommendations to further improve all aspects of this Plan. Our goal is to mitigate the potential for transmission of COVID-19 in our stores, distribution centers (DC), and Store Support Center (SSC), and that requires full cooperation among our team members and leaders.

This Plan follows the guidance developed by the Centers for Disease Control and Prevention (CDC), the Occupational Safety and Health Administration (OSHA), and various state and local governments' guidance and recommendations. This Plan is intended to comply with all applicable rules, regulations, executive orders, and proclamations. As such documents change daily, this Plan may change. Further, to the extent anything in this Plan is inconsistent with applicable law, the applicable law shall supersede this Plan and govern in the relevant situation/jurisdiction.

This Plan consists of four main pillars:

1. ensuring sick Team Members stay home, and prompt identification and isolation of sick and exposed Team Members;
2. social distancing;
3. hygiene and source controls; and
4. cleaning and disinfection protocol.

Each pillar is discussed in detail below.

1. Ensure Sick Team Members Stay Home; Promptly Identify and Isolate Sick Team Members.

All Team Members self-screen for signs and symptoms of COVID-19, including taking their own temperature and/or utilizing contactless temperature screening points when entering the SSC. If the Team Member's temperature is higher than 100.4 or if they cannot truthfully certify they are free from symptoms of COVID-19, they must leave immediately and cannot work on site that day. Team Members who can complete their job duties remotely can do so until medically cleared to return on site. If a guest arrives at the SSC and they are found to have a temperature higher than 100.4, if they cannot truthfully certify they are free of symptoms of COVID-19, or they have had close contact with a positive case and they have not been vaccinated, they must leave immediately.

Casey's has established a COVID hotline for Team Members to call with questions and to report positive tests. Team Members are encouraged to stay at home when they are sick, when household members are sick (when applicable), or when required by a healthcare provider or public health authority to isolate or quarantine themselves, or a member of their household. Casey's has leave policies available for those who qualify.

Casey's has also implemented a protocol for contact-tracing and notification when a Team Member tests positive or has been a close contact of someone with a confirmed positive test result. Team Members may not return to in person work until they meet the CDC's and/or public health authority's criteria for discontinuing quarantine.

Casey's has strongly encouraged Team Members to receive the COVID-19 vaccine. In addition, a Wellness Bonus has been offered to those who complete the vaccination series.

2. Social Distancing—Team Members Must Be at Least Six Feet Apart Whenever Feasible.

Social distancing of at least six feet will be implemented and maintained between Team Members and guests in stores and other workplace areas through the following engineering and administrative controls:

- Plexiglass shields at registers
- Floor decals placed six feet apart
- Signage
- Capacity limitations (where applicable).
- Spacing of tables and seating in cafeteria
- Social distancing and capacity limitations are required for business meetings and gatherings

3. Worker Hygiene and Source Controls

Basic infection-prevention measures are continuously implemented at our stores, DC, and SSC. Team Members are instructed to wash their hands for at least 20 seconds with soap and water frequently throughout the day, but especially at the beginning and end of their shift, prior to touching any food, and after using the restroom.

Hand-sanitizer (containing greater than 60% alcohol) is also available in the stores. Touchless hand-sanitizers (containing greater than 60% alcohol) dispensers are available to Team Members at the entrances and throughout the SSC and DC.

Face masks are available at the Stores for Team Members. Face masks are also available at the DC and SSC if a Team Member or visitor requests one.

Touchless entry/exit have been added to all bathrooms within the DC and SSC

Refillable cups are discouraged (where applicable)

Grab and go style meals are available in the cafeteria with the option of self-check out

Updated HVAC system at the SSC for ionized air filtration

Glass tops installed onto cubicles within the SSC

Source controls (barriers to help prevent respiratory droplets from traveling into the air and onto other people when a person coughs, sneezes, talks, or raises their voice) are implemented at our stores in the form of Plexiglas shields (as noted above).

Effective August 5th, 2021

According to CDC, to maximize protection from the Delta variant and prevent possibly spreading it to others, wear a mask indoors in public if you are in an area of [substantial or high transmission](#), regardless of vaccination status.

Unvaccinated Team Members at Stores, DC's, & SSC: Required to wear a face mask (unless alone in their own personal workspace, such as an office or cubicle). If a Team Member is unable to provide proof of vaccination, they are considered unvaccinated and are required to wear a face mask (unless alone in their own personal workspace, such as an office or cubicle).

Vaccinated Team Members at Stores, DC's, & SSC: Strongly encouraged to wear a mask (unless alone in their own personal workspace, such as an office or cubicle)

Guests at SSC: All Guests are required to wear a face mask

Vendors at Stores: All vendors are required to wear a face mask while inside the store

Guests at Stores: no requirement for guests at stores, unless face masks are locally mandated at which point, face masks would become required

All Team Members, Guests, and Vendors are required to wear a face mask where locally mandated

Workplace accommodations for face mask use is directed to Casey's Leave and Accommodation Partner, ReedGroup.

Signage is posted at entrances advising Team Members and guests of Casey's face covering policy (where applicable).

4. Cleaning and Disinfection Protocol

Enhanced practices of cleaning and disinfecting have been implemented, including a schedule for frequent cleaning/sanitizing of high-touch areas and equipment (e.g., handles, touch screens, credit card readers, printers, etc.) and routine cleaning and disinfecting of work surfaces and cafeteria tables. Cleaning supplies are available in conference rooms with signage to indicate for Team Members to clean the space after each meeting. Appropriate and effective cleaning and disinfecting supplies (sanitizers and disinfectants that meet the EPA's criteria against SARS-CoV-2) have been purchased and are available for use in accordance with product labels, safety data sheets, and manufacturer specifications, and are being used with required personal protective equipment for the product.

In the event a Store Team Member tests positive and has worked in the store while symptomatic during the past 24 hours, the store will be closed and deep-cleaned by Casey's third-party cleaning contractor, which implements a biohazard remediation process. If a Store Team Member tests positive and has worked in the store while asymptomatic in the past 24 hours, Casey's examines the store's Enhanced Cleaning Daily Logs, and if they are incomplete, the store will be closed and deep-cleaned by Casey's third-party cleaning contractor, which implements a biohazard remediation process. If a COVID case is reported within the SSC, proper cleaning and disinfecting measures are taken.