

### Guidelines for the continuity of economic activities in view of COVID-19

Mexico City, October 13, 2022

On October 10, 2022, the New Normality Committee published the "Guidelines for the continuity of economic activities in view of Covid-19" (the "Guidelines") drafted by the Mexican Institute of Social Security, the Ministry of Labor and Social Security, the Ministry of Economy, and the Ministry of Health, eliminating the former guidelines published in 2020. The Guidelines were published following up to the decree published in the Federal Official Gazette on October 7th.

The Guidelines apply at a national level and their objective is to establish specific measures for the continuity of economic activities in a safe and responsible manner in all labor centers, where a committee or person responsible for their implementation, follow-up and supervision must be established.

The Guidelines are divided into five sections, which are:

- a. **General measures**, to orient, train and organize workers to prevent and control the spread of the virus at home, at social events and on their commute to work; these measures shall include:
  - Provide general information about Covid-19.
  - Wash hands with soap and water.
  - Use 60% alcohol-based solutions.
  - Practice respiratory etiquette (cover nose and mouth when coughing or sneezing with a tissue or the inside corner of the arm).
  - Maintain a healthy distance (at least 5 feet away).
  - Establish a training program to prevent and avoid contagion.
- b. **Labor center** measures shall include:
  - It is suggested to keep a healthy distance (at least 5 feet away).
  - Provide 60% alcohol-based solutions at different points.

- Ensure that restrooms are equipped with hand-washing facilities.
  - Establish a permanent cleaning and maintenance program of the facilities using appropriate cleaning products.
  - Encourage natural ventilation (where possible).
  - Check the ventilation systems and provide adequate maintenance.
  - Do not use disinfectant mats.
- c. Employers can carry out **Covid19 tests** with the prior consent of workers, but in no case, shall Covid19 tests be compulsory to return to work. Companies must have a policy to protect employees from being conditioned to return to work based on Covid19 tests financed by employees
- d. **Vaccination** is not the only way to prevent the risk of contagion and should not be a condition to determine whether an employee is allowed to return to work.
- e. Employers may distribute **facemasks** among employees, which use is recommended as follows:

Open spaces		Indoors	
With safety distance	Without safety distance	With safety distance	Without safety distance
Not required	Recommended	Not required	Recommended

It is suggested to use facemasks correctly (covering nose and mouth) in spaces that are not ventilated or have little ventilation, especially for people who decided not to be vaccinated or who are immunocompromised. Facemasks may be omitted when not sharing a physical place, when drinking beverages or consuming food, and during intense physical work. Specific cases should be analyzed on a case-by-case basis.

Activities with high exposure to identified or suspected sources of Covid19, healthcare professionals and procedures that generate aerosols, should use N95 masks (or equivalent), gown, gloves, and eye protection.

The general checklist of necessary measures to be implemented, training resources, and advice from the Mexican Institute of Social Security is attached hereto.

\* \* \*



*This document is a summary for disclosure purposes only. It does not constitute an opinion and may not be used or quoted without our prior written permission. We assume no responsibility for the content, scope or use of this document. For any comments regarding it, please contact any partner of our firm.*



### ***Planning and supervision***

A committee or person responsible for the correct implementation, follow-up, and supervision of the measures for the new normality within the framework of COVID-19 shall be designated. This committee or responsible person shall:

- Ensure that the general control strategies are correctly implemented.
- Keep informed of the indications of the federal authority to, if necessary, communicate to employees about new measures to be implemented.
- Supervise that the cleaning protocols of areas, surfaces, contact objects and objects of common use are being followed up.

### ***Engineering measures***

It is recommended that the entrances and common areas of the labor center have washbasins with soap, water and disposable paper towels or air dryers for hands and trash cans. If there are no washbasins at the entrance, there may be dispensers with at least 60% alcohol-based solution. This measure ensures that workers who wish to perform hand hygiene upon arrival at work can do so.

Toilets be equipped with washbasins in proper operating conditions.

If there are ventilation systems in the labor center, make sure they are working properly and that the filters are changed according to the suppliers specifications.

Natural ventilation should be encouraged if possible. If this is not possible, ventilation systems can be provided with the appropriate maintenance established by the supplier.

### ***Food and transportation***

It is recommended a healthy distance of at least 5 feet away between employers during food consumption.

It is recommended that during commute, employees use their facemask throughout the trip (when travelling by public transportation) and perform hand hygiene with at least 60% alcohol-based solution.

If the company has personnel transportation, the unit must be cleaned before employees are taken on board.

### ***Personal protection equipment***

If necessary, according to the Guidelines, during working hours employees must use facemasks, covering the nose and mouth.

### ***Health promotion, information, and training***

Inform employees about the prevention measures established in the company's Health and Safety Protocol.



	Have a training program in place for all workers on the actions to be taken in the workplace to prevent and avoid COVID-19 infection chains; special material can be found at the following link: <a href="https://climss.imss.gob.mx/">https://climss.imss.gob.mx/</a> .
	Have a clear and written Health Security protocol with definitions as to what should be meant by suspected, confirmed, and contact cases.
	Have a questionnaire to identify Covid19 suspected cases, in accordance with the operational definition.
	Have a list or census for the identification of work and community contacts, which shall include name, date of last work contact, names of contacts, time, and place of exposure.
	Establish a policy to protect workers from being conditioned to return to work based on tests financed by workers.

