SITE TEMPERATURE CHECKS PROCESS

To safeguard the health and security of site personnel during the COVID-19 pandemic, the Americas Region of Lendlease is implementing temperature screenings of personnel on all Lendlease-controlled project sites. Temperature checks will be conducted on employees, subcontractors, tradesmen, suppliers, vendors, and other site visitors before granting site access to ensure individuals on site are not suffering from a fever, which is one of the prevalent symptoms of COVID-19. This approach is being taken to safeguard the health and safety of site personnel by working to prevent on-site transmission of COVID-19, and also to assist affected individuals (who may not be aware of a potential illness) in identifying where medical care may be needed.

I. LOGISTICS OF THE TEMPERATURE CHECK

1. **Limit Access to the Site.** Points of access to the project site should be limited to one (1) or two (2) designated entrances where temperature checks take place. There should be cameras located at each of these designated entrances.

2. **Identify the devices that will be used to take temperature checks.** Options under consideration are: (1) AI thermal scanning cameras (potentially for larger projects); and/or (2) medic-controlled, handheld, thermal imaging guns (potentially for smaller projects).

   - **If using AI thermal scanning cameras, identify who will review results, and where.** Determine if outside vendor or employees will operate and review AI scanners, and where such review will take place (*e.g.*, security booth, trailer, office). If Lendlease employees will be operating the AI scanners, they should be trained in how to properly operate.

   - **If using medic-controlled, handheld imaging guns, determine where temperature checks will be taken.** Choose a location where (1) social distancing can be maintained (employees not standing close together or in a line congregating); **and** (2) privacy can be maintained so other employees are not able to see or hear temperature results of others

3. **Avoid tracking or recording temperature results.** Do not record (on the device or otherwise) individual employees' temperature results where a temperature can be attributed to a specific employee.

   - Where AI scanners are being utilized, any feature which displays or records the identity of the individual being examined, and their associated temperature, must be disabled.
   - We can record or track employees who are sent home due to fever, but such information must be kept confidential, shared only on a need-to-know basis, and stored separately from personnel files and other data.

4. **Handling personnel with fevers (≥100.4 F)**

   - Re-scan or verify results (especially if using AI thermal scanning camera). Positive or inconclusive results conducted by AI scanners should be separated for further testing through the use of a handheld device.
   - Maintain privacy and confidentiality when an individual is positive for a fever.

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- Be discrete. Avoid visibly segregating, pulling affected employee aside or out of line. Discuss results of temperature checks only where others cannot overhear.
- Do not identify affected individuals to other personnel. Share results only on a need-to-know basis with People & Culture.

- If a person is to be sent home, advise them to contact their employer and medical practitioner.
- Sanitize areas and equipment contacted by the person with a fever.

5. Handling objections and consequences for refusal to have temperature taken.

- Refuse visitor entry. All individuals entering the site should be temperature-checked.
- Clearly communicate consequences of refusal to site personnel in advance of implementation.

II. COMMUNICATIONS

6. Provide advance notice to employees, contractors, trades, and other site personnel about implementation of temperature checks.

- Include in communication the consequences of refusal to participate.
- Communicate rationale for implementation of temperature checks.
- Clarify that absence of fever does not necessarily indicate a clean bill of health; advise personnel to stay home if they have coughs, body aches, or other symptoms.
- Note that temperature checks will apply to site visitors and third-party contractors as well.
- Describe the temperature checks process.
- Assure employees that care is being taken to protect their privacy.
- Designate a point person or people to handle questions related to temperature checks to ensure consistent messaging.
- Request trades convey information to their employees and lower tiers in advance of implementation.

7. Post notifications describing the temperature checks process on all project site entrances.

8. For project sites with personnel covered by a CBA, discuss with union in advance. Engage with union representatives prior to implementing this process.