

FOLLOW UP factories networks and head offices CO

country	Site	category	raw materials
NORWAY	Oslo	choc	ok
UK	Chirk	choc	ok
UK	Minworth	warehouse Logistic	
UK	Bournville Malbrook	choc	ok
UK	sheffield	candy	ok
IRELAND	coolock	choc	ok
GREECE	Athen	choc	ok
GERMANY	Lörrach	choc	ok
GERMANY	Fallingbostell	meals	ok

GERMANY	Bremen	head office	
AUSTRIA	Vienna	head office	
AUSTRIA	Bludenz	choc	ok
POLAND	Bielany/Wroclaw	choc	ok
POLAND	Poznan	choc	ok
POLAND	Skarbimierz	choc	ok
POLAND	Cieszyn	choc	ok
POLAND	Plonsk	bakery	ok
POLAND	Jaroslaw	bakery	ok
ITALY	Milan	head office	
ITALY	Caramagna	meals	?
ITALY	Capriata	bakery	ok
SPAIN	Viana	bakery	ok
SPAIN	Granollers	bakery	ok
SPAIN	Orbigo	meals	ok
SPAIN	Montornes	meals	ok
SPAIN	Madrid	head office	

BULGARIA	Svoqe	choc	ok
FRANCE	Paris	head office	
FRANCE	Cestas	bakery	ok
FRANCE	Granville	bakery	ok
FRANCE	Toulouse	bakery	ok
FRANCE	Besançon	bakery	
FRANCE	La Haye Fouassiere	bakery	
FRANCE	Château Thierry	bakery	
FRANCE	Jussy	bakery	
FRANCE	Vervins	bakery	ok
FRANCE	Charleville Mezieres	bakery	
FRANCE	Saclay	R&D regional center for bakery	
ROMANIA	Bucharest	headoffice	
BELGIUM	Herentals	bakery	ok

VID-19 EWC representatives

packagings	lines stopped	business unit
ok	no	home office
ok	no	?
		home office for administration staff other split across vacant offices
ok	no	?
ok	no	?
ok	no	home office
ok	no	home office
ok	no	home office 50/50 in plant
ok		home office 50/50 in plant

		mostly home office
ok	no	mostly home office
ok	no	
ok	no	home office with one person on duty at office
ok	no	
		home office
?		
ok	5	
ok		
ok		
ok		home office
ok		

ok		mostly home office
		Home office
ok		
ok	no	home office 50/50 in plant
ok		
ok	no	
		mostly home office
ok	no	

ok	no	
ok	no	
ok		home office
ok		home office
ok	no	home office mostly

remarks
Here in Norway production is running as normal in the factory, BU has a home office as the authorities recommend and otherwise we follow the advice and guidelines that come from Mondelez Policies and from health/government authorities in Norway. When it comes to raw materials and packaging equipment, we haven't had any problems yet, but I know it takes a little longer to get it hit because it takes longer time at border controls than usual.
I will update you on Chirk production as soon as possible
At present Management are asking Employee's to phone NHS and follow advice from them even though Government is telling you not to phone unless seriously ill. Therefore, at present when they return it is being classed as absence and invited to a disciplinary meeting in discussions at present over first case including the sick pay element.
Where have strict guidelines on being able to come into work with a temperature check and 4/5 questions to answer around you and your family health. Anybody off or sent home with any symptoms related to CV-19 are receiving full pay with no impact on absence levels or trigger points for disciplinary.
In Dublin most of the office staff are working from home and the factory is running as normal for the moment. People in underlying conditions have taken time off to be on the safe side
In Greece we are producing and selling with no issues. A lot of people work from home and as of yesterday we are in complete lockdown.
in the factory (Plant) Administration Staff work from Home (50 to 50 Rule two people in the office is one work at home and one in the office, 4 people in the office two work at home and two in the office and so on).
Sickness rate at 11% Within production, smaller teams have been formed in order to keep the number of employees in the plant as low as possible and the shift handovers have been equalized by different times for the respective sub-areas (e.g. early shift 5 a.m. to 1:05 p.m., 6 a.m. to 2:05 p.m., 7 a.m. to 3:05 p.m., analogous to the late and night shifts, flexitime only from 7:15 a.m.) Meetings and training courses largely cancelled Critical area of the plant's energy supply only half of the employees work, the others are at home, always in weekly rotation

Every sales rep is given the opportunity (until further notice) to?Activity from the home office (telesales option of addressing customers);every rep still has the possibility to visit customers on a voluntary basis to continue to carry out personally3-day weeks in the period KW 14-16

- the sales reps invests 4 vacation days for the missing working days
- all sales reps who had holiday plans beyond this may take it as planned
- physical market visits on a voluntary basis remain possible
- Increased training offers within the above mentioned period
- Timely coordination of the further procedure against the background of the current assessment of the situation for

KW 17 ff. We assume that we will only need a 2-day week in week 17/18 because Decreasing benefit Telesales. Increasing number of visiting bans. o illustrate this, the BL invests 3 days holiday for week 17/18 .2 more days go into a working time account

Short-time work is when the working hours in a company are temporarily reduced. Short-time work serves to bridge economic (non-seasonal) disturbances in connection with the corona virus and is intended to keep employees in the company. Dismissals are thus avoided. 2 days work (Monday & Tuesday 3 days off Reduction of normal working hours to 40% with a net wage of 80% (60% reduction also applies to part-time staff) Consumption of remaining vacation from 2019 mandatory during short-time work (full remuneration entitlement is guaranteed)

in Poland all factories are working at the moment. In my factory, the administration works from home, in each office there is only one person who is on duty, but every day it is someone else

All persons that work in Milan offices, like me, are in smart working. I live in Genoa but work at Milan. As far as I know Capriata's factory is working with reduced line. I would add that in Italy sales are working from home, and given the fearful situation we are selling a lot

, the situation is not easy at all, my family is all fine luckily. The plant is still working but only partially 3 lines are on and we have 8

The factories continue to produce, the workers who may be working from home, but still there are many absences and a lot of fear for going to the job.

. I contact with my Coleagues and the Factory is working with all needed preventive measures. A lot of people (administration) work from home.

Home office for all employees of Paris head office. From time to time one need to go to head office for operations that's can only be managed from head office.Sales reps actually working from home they mainly keep contact with their customersand have training and meetings by skype .Merchandiser this week for some it's mix between vacancies and work and for other ,it is extra days of vacations of bank holidays and organization of working time this measures have been taken for this week.It will have another consulation of local work council for organization of next week for sales organization .

the plant is working and 1on 2 manager are in plant . The other work at home.

In terms of absences we have 8 additional stops related to childcare or in Fourteen out of a staff of 130 operators or 6%.

We maintain the production of biscottes and toasted breads to 100% see even more with Saturday morning because we have stock breakdowns and on the extrusion we alternate the production of Cracotte or craquinette according to the stock but we do not have possibility to make them operate at the same time due to a lack of staff.

The rules of distancing are very well integrated as well as the rules of hygiene and for the moment it is not a problem.

Concerning the management team and including the leading teams the telework is carried out for 50% of the population with the establishment of an alternation and an important rule

Colleagues in Bucharest headquarter are mostly working remotely whilst the office is still open in case someone has an urgent need to access it. IT Systems are working well enough to enable remote working. Sales field colleagues are still working normally, being physically on-site (until further notice) and focused on ensuring the right partnership and support for our trade partners. Also, they are monitoring how the working schedule of our trade partners is adjusted so that we can flex accordingly, if needed.

Production is running well, with difficulties of course, rules are strict and follow up is impressive. Work at home as much as possible. Increasing friction because people fear to get sick while others have to stay

. When you get to work, everyone's body temperature is measured and those who are high are not allowed to work. Masks have been ordered if they arrive will be mandatory to use. Only a few people stayed home because of the coronavirus, but they were also because of their children because they could not solve their supervision. In the office, the workforce was reduced, many working from home.