



AT&T

COVID-19 Vaccine Protocols

U.S. Suppliers/Supplier Personnel (including NPWs,
Contractors & Vendors)

Revised April 14, 2023

Supplier Vaccine Protocols

Policy Update: AT&T has decided to rescind the COVID-19 Vaccine Policy effective May 7th, 2023. Supplier personnel will no longer be required to be vaccinated or have an approved job accommodation to enter an AT&T work location, attend a company event, or visit an AT&T customer or client site, unless required by the customer or client, or where required by law. Supplier personnel are permitted to wear masks when at an AT&T worksite or event if they choose.

The information and requirements listed below will **remain in effect until May 7th, 2023.**

The health and safety of our work environment is a top priority. To help make our work environment safer, AT&T enacted a vaccine policy for all onsite U.S. employees, suppliers, subcontractors, third- and fourth-party contractors they may engage, who perform services at or in any AT&T work location or during an in-person event. Suppliers, subcontractors, third- and fourth-party contractors they may manage need to adhere to the following protocols:

Supplier Personnel (including NPWs, Contractors and Vendors) are **REQUIRED** to be **FULLY VACCINATED** against COVID-19 on and after October 11, 2021, when they:

- Enter an AT&T work location*.
- Attend an in-person, company event (onsite or offsite).

**Work locations for the purpose of these protocols include administrative buildings, call centers, retail stores, data centers, warehouses, distribution centers, and garage locations. Supplier personnel that DO NOT support an AT&T facility or work location, including cell towers, outside work areas and buildings that are not managed by AT&T are not required to obtain the COVID-19 Vaccine or have an approved accommodation, unless required by other laws or regulations. All Supplier personnel must adhere to the AT&T face covering guidelines found in the Workplace Behavior & Face Covering Guidelines.*

Exceptions to Required Vaccinations

- Where prohibited by law.
- Supplier personnel with an accommodation approved through the Supplier.

Fully vaccinated means two weeks following the final dose of a COVID-19 vaccine that has received final approval or approval under an emergency use authorization from the U.S. Food and Drug Administration (FDA) or the World Health Organization (WHO). At this time, that includes the Pfizer, Moderna, Johnson & Johnson and Oxford- AstraZeneca COVID-19 vaccines.

Note: Clinical trial participants from a U.S. site who are documented to have received the full series of an “active” (not placebo) COVID-19 vaccine candidate, for which vaccine efficacy has been independently confirmed (e.g., by a data and safety monitoring board), can be considered fully vaccinated two weeks after they have completed the vaccine series. Currently, the Novavax COVID-19 vaccine meets these criteria. More information is available at the CDC website [here](#).



Vaccinated Personnel

Vaccinated Supplier personnel that have received all prescribed doses may enter an AT&T work location or attend a company event.

Suppliers should make every effort to assign only vaccinated personnel to AT&T accounts if they need to access an AT&T work location or be in attendance at an AT&T company event. Suppliers must follow client/customer/vendor requirements when representing AT&T at customer sites.

Unvaccinated Personnel with Job Accommodations

AT&T recognizes a supplier's personnel may not be able to be vaccinated due to medical or religious reasons. To the extent the supplier company has approved a valid job accommodation for their personnel for medical or religious reasons, the supplier must make every effort to have supplier personnel perform their work remotely. To the extent that personnel needs access to an AT&T work location or to attend an AT&T company event in order to perform their essential functions, they will be required to do **ALL** of the following when entering an AT&T work location or attending a company event:

- Wear an N95 mask (provided by the supplier) or double mask (2ply surgical and cloth) while inside an AT&T facility or attending a company event.
- Practice social distancing and maintain a minimum of 6 feet away from others when possible.
- Be prepared to show proof of a negative COVID-19 test result that is no more than 72 hours/3 days old. The cost of the test is the supplier's responsibility.

Regardless of vaccination status, suppliers and their personnel must follow the [Workplace Behavior & Face Covering Guidelines](#) for face coverings and other safety protocols. Suppliers must comply with all client/customer/vendor site policies and protocols – including any applicable vaccine requirements.

Those with COVID-19 symptoms and those who have tested positive for COVID-19 or diagnosed with COVID-19 are prohibited from entering an AT&T work location, attending a Company event or entering a client/customer/vendor site to perform work on behalf of AT&T. AT&T also expects all supplier personnel to follow CDC guidelines for quarantine following close contacts with someone who has COVID-19.

The safety requirements being implemented for all suppliers is an integral part of the Supplier's ongoing obligations to the Company and are a condition precedent to building access for each supplier employee and subcontractor.

As of October 11, 2021, no supplier employee or supplier subcontractor will be permitted to work on an AT&T account that requires entry into an AT&T work location or company event without being fully vaccinated against COVID-19 or having an approved job accommodation through their employer.

Falsification of records, including but not limited to proof of vaccination, may jeopardize the AT&T/Supplier agreement and will result in the immediate removal of the supplier's personnel from the AT&T account.



The Company reserves the right to amend, change, update or cancel this policy or any part thereof, or reduce, modify, amend or suspend terms at its sole discretion. This policy is not a contract, assurance of compensation, continued employment, or benefit of any kind. Nothing in this policy shall affect or limit the right of the Company to develop or implement additional policies or programs as it deems fit, either in connection with this policy, or other policies and programs or otherwise.

Where federal, state or local laws differ from these protocols, the legal requirements prevail.

