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## Hybrid's Biosecurity Regulations

The following are mandatory biosecurity regulations which apply to all Hybrid employees. Biosecurity is the cornerstone of all Hybrid health programs and ensures our competitive advantage. Any violation of regulations may result in suspension and/or termination of employment.

1. Employees must not have the following at their place of residence and must avoid contact with these at all times while employed by Hybrid.
  - any feathered species (chickens, turkeys, ducks, geese, pigeons, game birds, pet birds, emus, rheas, ostriches)
  - cattle and swine
2. Personal pets i.e. dogs and cats must not cross onto the clean side of the farm.
3. All Hybrid staff entering a farm must shower , wash hair and change into clean clothing and footwear worn only at that farm. Personal items must be cleaned and sanitized before being brought onto the clean side of the farm.
4. All farms must clearly designate areas for employee parking. Employees must not return to their personal vehicles while dressed in company clothing.
5. Farm houses are considered "dirty". A person who leaves the farm to return home must shower in again before re-entering the clean side of the farm.
6. If an employee visits 2 or more farms per day, they must shower in and out of each farm before going to the next farm.
7. All barns must be set up as a double entry system with a "dirty" area for outside clothes and footwear and a "clean" area for barn clothing, hair bonnets and footwear. Hands must be sanitized before entering the barn.
8. All farms must have a sufficient supply of clean clothing and towels for employees, load out crews and service personnel. Clothing must be stacked neatly and kept in good repair.
9. All farm managers must know and enforce specific biosecurity policies pertaining to outside service personnel, poult deliveries, load out vehicles, feed deliveries and visitors.
10. All employees are required to sign the log record upon entering the farm and / or barn.
11. Additional specific biosecurity rules will be enforced due to health problems on a farm.
12. Any vehicle entering the clean side of the farm must be sanitized first.
13. Dead birds are not to be placed on the ground outside the barn. They must be either bagged and /or placed in plastic containers outside the barn. Dead birds must be disposed of promptly.
14. Effective rodent and insect control programs must be in place on all farms.
15. No one may enter a farm or the hatchery within 48 hours of previous contact with "outside" facilities, which includes: non-Hybrid poultry barns or hatchery, feedmills, processing or rendering plants.

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