



## MASKING PROTOCOL

### **Introduction:**

This policy details the requirements concerning mask usage within Paramount Global facilities, productions and events.

### **Applicability & Scope:**

This masking protocol applies to staff, project-based employees (PBE), clients, guests, talent, press, and others within all Paramount Global business operations. Employees at non-Paramount Global facilities, events, productions, etc. for work-related activities are expected to adhere to this policy. There are less stringent masking protocols documented in this policy specific to production, yet if there is a local mandate or regulation not referenced in this policy that has more stringent requirements than our company protocols, the local mandate will take precedent.

### **Definitions:**

**Fully Vaccinated** indicates the following:

1. A complete vaccine series with a CDC or WHO approved vaccine has been received:
  - a. 1 shot of single dose series, or
  - b. 2 shots of all other vaccines that require two doses
2. Two weeks have elapsed since series has been completed
3. Productions covered under the Return-To-Work union agreement are considered fully vaccinated and “up-to-date” with a complete vaccination series and a booster shot.

**Masks** – a face covering that meets the following criteria:

1. Two-ply fabric or disposable surgical mask or disposable N-95/KN-95 mask
2. Has straps that go around the ears or go behind the head.
3. Masks with valves, bandanas and gators are not permitted.

**Proper Mask Fit** – A mask is properly worn when it covers the mouth, nose and chin.

### **Mask Wearing Culture at Paramount Global**

To promote a safe culture within the workplace, the following will apply:

1. Any person should always feel free to wear a mask or request others to wear a mask in their presence without fear of reprisal or shaming, as people will have different motives to wear a mask or protect themselves.



2. Wearing a mask within Paramount Global facilities and environments is a collectively shared social responsibility to protect each of us in the workplace. Please remember that people may choose to wear a mask to protect themselves or loved ones at home.

### **When to wear a mask:**

1. Mask wearing is welcome but not required for those who are fully vaccinated, EXCEPT:
  - a. When required by the Return-To-Work Agreement for productions, or
  - b. When mandated by a venue, or applicable local guidance
2. Masks must ALWAYS be worn by any unvaccinated person or anyone who has not disclosed their vaccination status (i.e., in the state of TN), even when seated at their cubicle/workstation, unless they are actively eating or drinking.
3. Paramount Global staff are responsible for ensuring that their visitors/guests are masked when required.

### **Special Circumstances**

1. Isolation & Quarantine – There are specific instances for masking after testing positive for Covid or being identified as a close contact. The masking protocols are identified in the [Contact Tracing, Post Exposure and Positive Diagnosis Policy](#).
2. Return-To-Work Agreement for productions requires the wearing of mask at all times regardless of vaccination status – The following approved masks will be made available by Paramount Global to all cast & crew as well as and any individuals working on behalf of the company in the production environment:
  - a. KN95 or KF94
  - b. N95 (it is recommended that this mask should only be used by medical or health professionals)
  - c. Surgical/Medical grade masks must have an adjustable nose-wire and be made of at least three layers of non-woven material (melt blown fabric and/or polypropylene but shall only be worn when a proper fit with the masks listed above cannot be achieved.
  - d. A cloth mask may only be used in double masking, when on the outside of a surgical mask.

**If you have concerns or questions about Covid safety, feel free to call the Covid anonymous hotline at 323-956-8955**