

CITI SUPPLIER COVID-19 PROTOCOL for U.S. and Puerto Rico

1. To the extent permissible under applicable law, Supplier will confirm that each of its employees who provides onsite services to Citi is fully vaccinated by examining the employee's vaccination card or other proof generally accepted as adequate proof of vaccination in the state in which the non-employee provides onsite services to Citi.
2. Prior to submitting a request for a COVID-19 vaccination accommodation/exemption to Citi on behalf of a non-employee, to the extent permissible under applicable law, Supplier shall:
 - a. Obtain a written request from the non-employee setting out his/her basis for an accommodation/exemption; and
 - b. Determine that the non-employee's reason for seeking the requested accommodation/exemption is a valid basis for requesting the accommodation/exemption under applicable law.
3. Supplier will maintain records establishing it has complied with the above.
4. Supplier will provide all required notices to, and obtain any required consents from, its employees permitting Supplier to share with Citi, upon Citi's request, the above-referenced documentation, including, but not limited to, proof of non-employees' vaccination and/or negative COVID-19 testing. Supplier will share only the minimum necessary information to satisfy such request(s).
5. Supplier will pay for all costs associated with Citi mandated COVID-19 testing in connection with an accommodation/exemption provided to a non-employee. Supplier shall reimburse Citi for same if, due to administrative convenience or other reason, the cost of such testing is initially borne by Citi.
6. Supplier agrees to these requirements voluntarily.
7. Supplier's agreement to these requirements does not amend or otherwise vary the terms of any agreements between Supplier and Citi and/or any rights or obligations Supplier or Citi might have under such agreements.