

COVID-19 Vaccination Policy for Mandatory Vaccinations

Policy Sponsors	North America People Team
Policy Owner	US People Experience Team
Effective Date	January 1, 2022
Last Review Date	December 15, 2021
Supersedes	Policies: US Vaccine Mandate – US dated October 4, 2021
Applies to	All U.S. colleagues working in East Hanover, NJ and Fulton Market Chicago, IL offices as well as, beginning January 1, 2022, all new hires for all roles in the United States. This policy does not apply to Part Time Sales Service Representatives and employees of Mondelēz 's Ventures partners.

In light of the ongoing COVID-19 pandemic, and as part of our continued efforts to maintain a safe workplace for employees and visitors, Mondelēz Global LLC (“MG”) is requiring the specified groups of individuals referenced below to receive an FDA approved or and/or Emergency Use Authorized COVID-19 vaccination as a condition of continued employment, except where prohibited by state or local laws, or if an employee has an approved accommodation.

The pandemic is an evolving public health emergency. MG fully intends this policy to comply with all applicable federal, state, and local law or guidance. MG is monitoring guidance from public health authorities and reserves the right to modify this policy at any time as it determines may be necessary or appropriate. It is recommended that employees consult with their healthcare providers regarding whether to obtain (and considerations relating to) a vaccine in their circumstances. Although an individual’s vaccination status may have work implications, employees still retain the choice and ability to make the decision as to whether to be vaccinated, and we encourage employees to make that decision in consultation with their medical providers.

Employees Required to be Vaccinated

At this time, MG requires all employees in specified positions to receive the COVID-19 vaccination. For any new employees starting in the specified positions, it will be a condition of employment for them to be fully vaccinated or have an approved accommodation prior to their first day of work. People are considered fully vaccinated:

- 2 weeks after their second dose in a 2-dose series, such as the Pfizer or Moderna vaccines, OR
- 2 weeks after a single-dose vaccine, such as Johnson & Johnson’s Janssen vaccine

At this time, the positions covered by this vaccination requirement include the following:

All Office-Based employees based out of the following locations, even if they do not plan to return to the office:

- Chicago Fulton Market
- East Hanover, New Jersey

Beginning January 1, 2022, all new hires for all roles in the United States, with the exception of PTSSRs,¹ are required to be fully vaccinated where permissible by state and local laws .

Time Frame for Receiving Vaccination

MG intends that employees covered by this policy receive COVID-19 vaccinations as soon as they are able to schedule an appointment, and that all employees be fully vaccinated and provide vaccination proof by November 30, 2021. As most vaccinations will require two dosages, we realize it will take time for all covered employees to be fully vaccinated. MG expects covered employees to work diligently to ensure they obtain the vaccinations as promptly as possible and to be fully vaccinated by November 30, 2021. Consistent with current CDC guidance, persons who have received COVID-19 vaccines that have been listed by the **Food & Drug Administration (FDA)** for full approval i.e. the Pfizer-BioNTech vaccine (now marketed as Comirnaty) and for **Emergency Use Authorization (EUA)** by the World Health Organization can be considered fully vaccinated for the purposes of the U.S. workplace protocols. The EUA vaccines include Astrazeneca- SK Bio, Serum Institute of India, Janssen, Moderna and Sinovac-CoronaVac COVID-19.

We will continue to monitor and evaluate CDC public health recommendations as to what is considered “fully vaccinated”.

Confirmation of Vaccination

Employees vaccinated pursuant to this policy shall provide confirmation, subject to applicable law, of such vaccination in the form, time, and manner reasonably requested by MG. Such confirmation may require a notice from the employee’s healthcare provider of the administration of the vaccination. In such case, the employee will be responsible for providing any required consents and/or authorizations through the Axiom Medical Services App (CheckIn2Work) to disclose the information necessary to confirm the employee’s vaccination. As with all identifiable employee medical information, MG will safeguard information concerning COVID-19 vaccinations in accordance with applicable law.

Notice of Scheduled Vaccination

According to the CDC², individuals may experience mild to moderate reactions to vaccinations that may cause individuals to feel ill for 1-2 days after the vaccination. Therefore, we are attempting to plan for potential absences following vaccinations. Employees may be eligible to take paid time off for absences related to getting the vaccine and any reactions if they feel ill after

¹ All PTSSR positions covered by the New York City vaccine mandate are required to provide vaccination proof, or apply for a covered exemption.

² <https://www.cdc.gov/coronavirus/2019-ncov/community/workplaces-businesses/vaccinationconsiderations-for-workplaces.html>

the vaccination in accordance with the COVID-19 Supplemental Paid Leave Guidelines, as well as applicable state and local laws. As soon as a covered employee receives all doses of the COVID-19 vaccination, they should report this information in the Axiom Medical Services (CheckIn2Work) App.

Requests for Accommodations or Exemptions

MG will consider requests for accommodations to be exempted from this policy whenever necessary to comply with legal requirements. MG will consider any requests for accommodations for medical or sincerely held religious beliefs on an individual basis in accordance with applicable legal requirements.

Employees requesting an accommodation should request the accommodation in writing no later than October 11, 2021. Employees should contact the People Team at the following e-mail address, EH.HIPAA@mdlz.com if they are seeking an accommodation. MG will request additional information or documentation it deems necessary or appropriate to inform its decision on an employee's accommodation request.

Costs of Vaccinations

There is no cost to employees to receive the COVID-19 vaccination. However, depending upon the vaccine provider, an employee may be asked to present an insurance card if the employee is covered under the company's health care plan.

Safety Protocols Following Vaccinations

Unless notified otherwise in writing by MG, employees must continue to comply with all applicable COVID-19 safety protocols after they are vaccinated, regardless of information that may be available from the CDC or other federal/state/local health authorities. MG will determine, based on guidance from the CDC and applicable state/local public health authorities, whether and when MG protocols will be modified or eliminated for fully vaccinated employees.

Failure to Comply or Cooperate with Vaccination Policy

Depending upon the individual circumstances of the situation and applicable law, failure to comply or cooperate with this vaccination policy will result in termination of employment.

Employees are not eligible for severance under the various Mondelēz Global LLC Severance Pay Plans as the termination would not be considered a "Qualifying Event," as defined by the plan. Treatment of bonus and equity will be determined based on the termination treatment detailed in the respective plan documents or agreements.

Questions

If you have any questions regarding this policy, please contact your People Lead or the People Experience Team.

This information does not constitute medical advice. The decision to vaccinate should be made in consultation with your healthcare provider. The Company has compiled this information based upon the best medical, scientific, and governmental guidance it has received at this time. The Company continues to evaluate and assess these instructions as it receives new information and will update the instructions accordingly.

These protocols are subject to state and local law/guidance and direction by any health department, which should be followed if more restrictive to the extent of any conflict.

If you have any questions after reading all the material, please access the [Employee Center](#) and click on the “Call HR” or “Chat with HR” button located at the top of the toolbar.

If these buttons are not available in your country, please contact your People Experience Team.