

COVID-19 WELLNESS & SAFETY EXPECTATIONS

THIRD-PARTY SERVICE PROVIDERS IN CALIFORNIA & WASHINGTON STATE

To minimize the potential spread of COVID-19, all third-party service providers who need to be on Nordstrom premises are expected to follow these Wellness & Safety Expectations. Third-party service providers include any non-Nordstrom employee working onsite at any of our Nordstrom locations such as vendors, temporary workers, independent contractors, models and freelancers.

Guests and visitors of third-party service providers without an essential business reason are prohibited from entering our locations until further notice.

Any Third-Party Service Provider entering Nordstrom premises must:

- Comply with all local and federal laws, regulations, orders and ordinances, including those requiring the use of masks or PPE. The third-party service provider is responsible for knowing what local orders/ordinances require. If a third-party service provider does not comply with any applicable law, regulation, order or ordinance, they will be asked to leave the premises.
- Wear a mask at all times when required by Nordstrom or by a government agency. When mask requirements are in place, third-party service providers must provide their own mask when working in Nordstrom locations. Masks are required in the following locations regardless of vaccination status:
 - Locations with mask requirements as determined by state/province or local ordinance.
- By entering a Nordstrom Store or Supply Chain location, third-party service providers acknowledge they meet the Wellness Criteria. If they don't meet the Wellness Criteria, the third-party service providers will need to follow the Return to Work Guidelines before entering a Nordstrom locations. Both the Wellness Criteria and Return to Work Guidelines are attached at the end of these Wellness & Safety Expectations.
- Stay home when feeling sick. Third-party service providers will not be allowed to enter a Nordstrom location if they experience any COVID-19 symptoms.
- Maintain healthy habits, including, but not limited to regularly washing hands for at least 20 seconds.
- Sign in and out or provide documentation of when they were working at the Nordstrom location.
- Email hrcvdsup@nordstrom.com if any third-party service provider has entered and/or worked in a Nordstrom location and been confirmed positive with COVID-19 or exposed to someone who has been confirmed with COVID-19.

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COVID RETURN TO WORK GUIDELINES FOR THE STATE OF WASHINGTON

If an employee answers **YES** to the **Wellness Statements below**, they may be required to isolate or quarantine until they can return to work safely. Please use the guide below to help determine next steps. Some locations have specific state or local guidelines that may affect the return to work guidance.

WELLNESS STATEMENT	IMMEDIATE EMPLOYEE ACTION	MANAGER ACTION	EMPLOYEES CAN RETURN TO WORK AFTER...
			WASHINGTON
<p>1 You have been diagnosed with COVID-19 or had a test confirming you had the virus at any point in the past 10 days.</p>	<p>Isolate at home. Report diagnosis using the COVID-19 Exposure Reporting Form found on the COVID-19 Hub.</p>	<p>Send employee home and refer them to the COVID-19 Hub for questions and to report exposure using the COVID-19 Exposure Reporting Form.</p> <p>Adjust schedule to allow for the appropriate days of absence.</p>	<p>You have completed a 5-day isolation period, 24 hours with no fever without the use of fever reducing medications, <i>and</i> all other symptoms of COVID-19 are improving.</p> <p>OR</p> <p>You have isolated an additional 5 days if you have a fever or other symptoms continue (10 days in total), 24 hours with no fever without the use of fever reducing medications, <i>and</i> all other symptoms of COVID-19 are improving.</p>
<p>2 You have or had one or more COVID-19 symptoms within the past 72 hours, which can't be explained by another condition, or are awaiting COVID test results due to experiencing COVID-19 symptoms. See COVID HUB for full list of symptoms.</p>	<p>Isolate at home.</p> <p>Strongly consider being tested for COVID-19.</p>	<p>Send employee home and refer them to the COVID-19 Hub for questions and to report exposure using the COVID-19 Exposure Reporting Form.</p> <p>Adjust schedule to allow for the appropriate days of absence.</p>	<p>You have completed a 5-day isolation period, 24 hours with no fever without the use of fever reducing medications, <i>and</i> all other symptoms of COVID-19 are improving.</p> <p>OR</p> <p>If you have a fever or other symptoms continue, you must isolate for an additional 5 days (10 days in total), 24 hours with no fever without the use of fever reducing medications, <i>and</i> all other symptoms of COVID-19 are improving.</p>
<p>3 You have had close contact with someone who was diagnosed with COVID-19 or you may suspect has COVID-19 at any point in the past 14 days.</p> <p>You recovered from COVID-19 within the past 90 days, then you can answer no to this statement.</p>	<p>Report exposure using the COVID-19 Exposure Reporting Form found on the COVID-19 Hub.</p> <p>Strongly consider being tested for COVID-19.</p>	<p>Refer them to the COVID-19 Hub for questions and to report exposure using the COVID-19 Exposure Reporting Form.</p> <p>Adjust schedule to allow for the appropriate days of absence.</p>	<p>You do not need to quarantine but you must wear a mask for 10 days following exposure and testing is advised 5 days after exposure. If an employee chooses to test, tests are available at no cost in the building.</p> <p>NOTE: If you're exposed to someone you live with, the above does not apply. You must wear a mask for 10 days following exposure and you can return to work only after the following conditions have been met:</p> <ul style="list-style-type: none"> If you're able to separate yourself from the person you live with (e.g., to live somewhere else or isolate in separate rooms in a shared home): no quarantine is necessary If you're unable to separate yourself from the person you live with: you must quarantine until the person you live with has completed their isolation. The isolation period for the person you live with is 5 days. Once their isolation period ends, you can return to work.
<p>4 You are under a current order to isolate or quarantine.</p>	<p>Quarantine or isolate at home as directed by your state/local authority or health care provider.</p>	<p>Send employee home and refer them to the COVID-19 Hub for questions and to report exposure using the COVID-19 Exposure Reporting Form.</p> <p>Adjust schedule to allow for the appropriate days of absence.</p>	<p>Employee must quarantine or isolate and can return after a minimum of:</p> <ul style="list-style-type: none"> The quarantine or isolation order is rescinded by the issuing entity. <p>OR</p> <ul style="list-style-type: none"> See isolation guidance for Question 1. <p>OR</p> <ul style="list-style-type: none"> See quarantine guidance for Question 3.

DEFINITIONS

Quarantine: If you were exposed, Quarantine and stay away from others when you have been in close contact with someone who has COVID-19.

Isolate: If you are sick with COVID-19 symptoms or test positive, isolate when you are sick or when you have COVID-19, even if you don't have symptoms.

COVID-19 symptoms: 1) Fever of 100.4 °F (38 °C) or greater, 2) Cough, 3) Sore Throat, 4) Shortness of breath, difficulty breathing, 5) feeling unusually weak or fatigued, 6) Loss of taste or smell, 7) Muscle or body aches, 8) Headache, 9) Runny or congested nose, 10) diarrhea, 11) nausea or vomiting.

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COVID RETURN TO WORK GUIDELINES FOR THE STATE OF CALIFORNIA

If an employee answers **YES** to the **Wellness Statements below**, they may be required to isolate or quarantine until they can return to work safely. Please use the guide below to help determine next steps. Some locations have specific state or local guidelines that may affect the return to work guidance.

WELLNESS STATEMENT		IMMEDIATE EMPLOYEE ACTION	MANAGER ACTION	EMPLOYEES CAN RETURN TO WORK AFTER... CALIFORNIA
1	You have been diagnosed with COVID-19 or had a test confirming you had the virus at any point in the past 10 days.	Isolate at home. Report diagnosis using the COVID-19 Exposure Reporting Form found on the COVID-19 Hub.	Send employee home and refer them to the COVID-19 Hub for questions and to report exposure using the COVID-19 Exposure Reporting Form. Adjust schedule to allow for the appropriate days of absence.	You have completed a 10-day isolation period, 24 hours with no fever without the use of fever reducing medications, <i>and</i> all other symptoms of COVID-19 are improving. OR You can choose to take a COVID-19 state approved test on day 5 of your isolation and return to work after uploading a negative test result to Workday, on day 6 or after.
2	You have or had one or more COVID-19 symptoms within the past 72 hours, which can't be explained by another condition, or are awaiting COVID test results due to experiencing COVID-19 symptoms. See COVID HUB for full list of symptoms.	Isolate at home. Strongly consider being tested for COVID-19.	Send employee home and refer them to the COVID-19 Hub for questions and to report exposure using the COVID-19 Exposure Reporting Form. Adjust schedule to allow for the appropriate days of absence.	You have completed a 10-day isolation period, 24 hours with no fever without the use of fever reducing medications, <i>and</i> all other symptoms of COVID-19 are improving. OR You can choose to take a COVID-19 state approved test on day 5 of your isolation and return to work after uploading a negative test result to Workday, on day 6 or after.
3	You have had close contact with someone who was diagnosed with COVID-19 or you may suspect has COVID-19 at any point in the past 14 days. You recovered from COVID-19 within the past 90 days, then you can answer no to this statement.	You do not need to quarantine but you MUST test 5 days after exposure and you must also wear a mask for 10 days following exposure. Tests are available at no cost in the building. NOTE: If you're exposed to someone you live with, you must wear a mask for 10 days following exposure and you can return to work only after the following conditions have been met: <ul style="list-style-type: none"> You have followed local Public Health or Official Medical guidance. If you're able to separate yourself from the person you live with (e.g., to live somewhere else or isolate in separate rooms in a shared home): no quarantine is necessary but you MUST test on day 5 after exposure. If you're unable to separate yourself from the person you live with: you must quarantine until the person you live with has completed their isolation. The isolation period for the person you live with is 10 days unless they test negative on day 5, in which case their isolation becomes 5 days. Once their isolation period ends, you can return to work and MUST test on day 5 after returning, and then continue working if the result is negative. Report exposure using COVID-19 Exposure Reporting Form found on the COVID-19 Hub.	Refer them to the COVID-19 Hub for questions and to report exposure using the COVID-19 Exposure Reporting Form. Adjust schedule to allow for the appropriate days of absence.	You do not need to quarantine but you MUST test 5 days after exposure and you must also wear a mask for 10 days following exposure. Tests are available at no cost in the building. NOTE: If you're exposed to someone you live with, you must wear a mask for 10 days following exposure and you can return to work only after the following conditions have been met: <ul style="list-style-type: none"> If you're able to separate yourself from the person you live with (e.g., to live somewhere else or isolate in separate rooms in a shared home): no quarantine is necessary but you MUST test on day 5 after exposure. If you're unable to separate yourself from the person you live with: you must quarantine until the person you live with has completed their isolation. The isolation period for the person you live with is 10 days unless they test negative on day 5, in which case their isolation becomes 5 days. Once their isolation period ends, you can return to work and MUST test on day 5 after returning, and then continue working if the result is negative.
4	You are under a current order to isolate or quarantine.	Quarantine or isolate at home as directed by your state/local authority or health care provider.	Send employee home and refer them to the COVID-19 Hub for questions and to report exposure using the COVID-19 Exposure Reporting Form. Adjust schedule to allow for the appropriate days of absence.	Employee must quarantine or isolate and can return after a minimum of: <ul style="list-style-type: none"> The quarantine or isolation order is rescinded by the issuing entity. OR <ul style="list-style-type: none"> see isolation guidance for Question 1. OR <ul style="list-style-type: none"> See quarantine guidance for Question 3.

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