

## Response by LEONI

8 April 2020

Business & Human Rights Resource Centre invited LEONI to respond to concerns for the health and safety of workers allegedly being forced to continue working at a factory in Yucatán, Mexico, despite having registered coronavirus cases.

- [“Sin sana distancia, sin protección y con 4 casos de COVID-19, maquila alemana obliga a mayas a laborar”](#), Sin Embargo (México), 27 March 2020

LEONI sent the following response:

LEONI Wiring Systems-Region Américas, is continuously and closely monitoring the situation with respect to the Coronavirus pandemic. We have a global task force in place since early February to effectively coordinate the impact of the pandemic, especially pertaining to our employees and operations. As the virus continues to spread, we have kept our employees informed, and upgraded our health and safety strategies. Moreover, in places where LEONI operates and maintains plants, we instituted a variety of preventive, precautionary, hygienic, and sanitizing measures, such as enhanced cleaning, reduced meeting sizes, stricter canteen rules (including social distancing), and additional hand sanitizing stations. Specifically, at our Mérida, Yucatán facilities, we adopted these and other preventive measures early in the global spread of the pandemic, making our employee's health and well-being our first priority, while remaining in compliance with the decrees of the Mexican federal and Yucatán state governments.

LEONI corporate policy states that employees who have travelled to affected regions according to ISOS and WHO, as well as any employees showing signs or symptoms of an infection, or who may be in contact with an infected individual, shall not come to LEONI facilities, shall seek medical attention if needed, and shall remain in self-quarantine for 14 days.

LEONI will continue to adapt its internal rules and measures for employees in line with changing health and safety concerns. By way of example, on 17 March 2020, our internal travel guidelines were adjusted to implement a worldwide travel freeze. In addition, we have placed all employees who are able to work from home in “home office” until further notice. Employees who cannot work from home will be recalled once it is safe (in the judgement of the relevant government authorities), to return to work.

As of today, April 8, LEONI has confirmed one case of COVID-19 infection in our Mérida facility. The individual is well, and is now in self-quarantine. Working colleagues of that employee have been advised, and steps are being taken to monitor their health, and request that they self-quarantine. Effective 01 April 2020, all LEONI Wiring Systems plants in México have ceased production, and in accordance with the decree of the Mexican federal government, are conducting minimal operations with a skeletal staff to ensure the safety and security of those facilities, until it is permissible for our employees to fully return to work.

The Yucatán Secretaries of Economic Development and Labor (SEFOET) and Health performed an audit in our facilities 27 March 2020 confirming that LEONI is complying with health regulations, and properly implementing preventive measures.

We will continue to diligently monitor the progress of the pandemic, and we will work hand-in-hand with our employees, the trade unions, our customers and suppliers, and the respective governments to remain compliant with our obligations, and to ensure the health and safety of our employees and visitors to our facilities.