

CEMEX Protocol	Discontinuation of Home Isolation Protocol for Persons with Confirmed or Suspected COVID-19
Purpose of the Protocol	This protocol provides recommendations for Discontinuation of Home Isolation for Persons with Confirmed or Suspected COVID-19, to return to work at the premises during a Pandemic scenario.
Who does this protocol apply to	This protocol applies to every CEMEX's Operations. The Plant RRT/managers/employees should take responsibility for implementing it.
Disclaimer	<p>Copyright ©2020 Cemex Innovation Holding AG.</p> <p>This protocol was prepared by CEMEX based on the recommendations of the World Health Organization (" WHO "), external consultants and the experience of the company itself. CEMEX is not responsible for the result of the implementation of the protocol and in no way guarantees the effectiveness of this material to prevent or reduce CORONAVIRUS (COVID-19) infections among its employees or officials. Authorization to use this material is exclusively and limited to consultation. No person or entity will be able to use this material, in whole or in part, for publicity, advertising and/or promotion in any material or media, for any company, products or services.</p>

Content	
I. Purpose	
II. Application	
III. Return to Work Criteria	
	Test-based strategy
	Non-test-based strategy
	Persons with laboratory-confirmed COVID-19 who have not had any symptoms
IV. Return to Work Practices and Work Restrictions	

I. Purpose	
1.	Making decisions about return to work for employees with confirmed COVID-19, or who have suspected COVID-19 (e.g., developed symptoms of respiratory infection [e.g., cough, sore throat, shortness of breath, fever] but did not get tested for COVID-19).

I. Purpose	
2.	Decisions about the return to work for persons with confirmed or suspected COVID-19 should be made in the context of local circumstances. Options include a test-based strategy or a non-test-based strategy (i.e., time-since-illness-onset and time-since-recovery strategy).
3.	This protocol is based on information from the Centers for Disease Control and Prevention (CDC)
II. Application	
1.	If testing is not readily available, facilities may choose to use the non-test-based strategy for discontinuation of transmission-based precautions or extend the period of isolation beyond the non-test-based-strategy duration, on a case by case basis in consultation with local and state public health authorities
2.	The test-based strategy is preferred for discontinuation of transmission-based precautions for patients who are hospitalized or severely immunocompromised or being transferred to long-term care or assisted living facility.
III. Return to Work Criteria	
Test-based strategy	
1.	Use the Test-based strategy as the preferred method for determining when employees may return to work to the premises appointed
2.	Test-based strategy. Exclude from work until: <ul style="list-style-type: none"> a. Resolution of fever without the use of fever-reducing medications and b. Improvement in respiratory symptoms (e.g., cough, shortness of breath), and c. Negative results of an FDA Emergency Use Authorized molecular assay for COVID-19 from at least two consecutive nasopharyngeal swab specimens collected ≥ 24 hours apart (total of two negative specimens)
Non-test-based strategy	
1.	If the Test-based strategy cannot be used, the Non-test-based strategy may be used for determining when employees may return to work to the premises appointed.
2.	Non-test-based strategy. Exclude from work until <ul style="list-style-type: none"> a. At least 3 days (72 hours) have passed since recovery defined as resolution of fever without the use of fever-reducing medications and improvement in respiratory symptoms (e.g., cough, shortness of breath); and, b. At least 7 days have passed since symptoms first appeared.

Persons with laboratory-confirmed COVID-19 who have not had any symptoms	
1.	Should be excluded from work until 14 days have passed since the date of their first positive COVID-19 diagnostic test assuming they have not subsequently developed symptoms since their positive test.
2.	If a person had COVID-19 ruled out and have an alternate diagnosis (e.g., tested positive for influenza), the criteria for return to work should be based on that diagnosis.
IV. Return to Work Practices and Work Restrictions	
1.	After returning to work, employees should:
1.1	Always wear a facemask while in the work facility until all symptoms are completely resolved or until 14 days after illness onset, whichever is longer.
1.2	Be restricted from contact with other personnel until 14 days after illness onset
1.3	Self-monitor for symptoms and seek re-evaluation if respiratory symptoms recur or worsen.