



THE PRESIDENT OF THE COUNCIL OF MINISTERS

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IT IS DECREED:

Art.1

Urgent measures to contain the contagion throughout the national territory

1. The following measures shall apply for the purpose of combating and containing the spread of the COVID-19 virus throughout the national territory:

a) only movements motivated by proven work requirements or situations of necessity or for health reasons are permitted and if travel is considered necessary to meet relatives, provided that the ban on social gatherings and interpersonal distance of at least one meter are respected and respiratory protection is used. It is forbidden for all natural persons to move or travel, by public or private modes of transportation, to a region other than the one in which they are currently located, except for proven work requirements, absolute urgencies or for health reasons. In any case, return to their home or residence is allowed;

b) individuals with symptoms of respiratory infection and a fever (higher than 37.5° C) should stay at home, limit social contact as much as possible, and contact their doctor

c) it is strictly forbidden for quarantined persons or those who have tested positive for the virus to move from their home or residence;

d) any form of social gathering in public and private places is prohibited; the mayor can provide for the temporary closure of specific areas where compliance with the provisions of this paragraph cannot be otherwise ensured;

e) public access to parks, villas and public gardens is subject to the rigorous compliance with the provisions under paragraph d), as well as safe interpersonal distance of one meter; the mayor may order the temporary closure of specific areas where compliance with the provisions under this paragraph cannot be otherwise ensured; children's playgrounds shall be closed;

f) playing or recreational activities outdoors are not allowed; individual exercise, or in accompaniment of minors or persons who are otherwise dependent, is allowed provided that two meters of interpersonal distance can be respected during sports activities and one meter of interpersonal distance is respected for any other type of exercise activity;

g) all sports events and competitions of all types and disciplines are suspended, whether in public or private venues. To allow sports activities to gradually resume, in compliance with priority health protection requirements connected with the risk of spread of COVID-19, training sessions of professional and non-professional athletes, recognized as being of national interest by the Italian National Olympic Committee (CONI), the Italian Paralympic Committee (CIP) and their respective federations, will be allowed for athletes of individual sports, with a view to their participation in the Olympic Games or national and international events. Social distancing, however, will have to be respected, and no gatherings should be involved. To this end, following validation by the Technical and Scientific Committee established at the Civil Protection Department, special guidelines shall be issued by the Office for Sports of the Office of the President of the Council of Ministers, upon the proposal of CONI or CIP, after consultation with the Italian Medical Sports Federation, the National Sports Federations, the Associated Sports Disciplines and Sports Promotion Bodies;



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h) ski facilities in ski resorts shall be closed;

i) organized demonstrations, events and shows of any kind where an audience is present, whether public or private, are suspended, including those of a cultural, recreational, sports, religious or trade fair nature. Examples include public and private parties, even those held in private homes, events of any type and size, cinemas, theatres, pubs, dance schools, arcades, betting shops, bingo halls, night clubs and similar venues; in these places, activities of any type are suspended; the opening of places of worship is conditional on the adoption of organizational measures such as to avoid social gatherings, taking into account the size and characteristics of the places, and to ensure that visitors can respect a distance of at least one meter from each other. Civil and religious ceremonies are suspended; funerals are allowed with only the presence of relatives and up to a maximum of fifteen attendees, preferably outdoors, wearing masks and strictly respecting an interpersonal distance of at least one meter;

j) the services offered to the public by museums and other institutions and places of culture according to Article 101 of the Code of Cultural Heritage and Landscape referred to in legislative decree no.42 of 22 January 2004, are suspended;

k) educational services for children indicated by Article 2 of legislative decree no. 65 of 13 April 2017, and in person teaching activities in schools of all grades and levels are suspended. The same applies to the attendance in schools and higher education activities, including universities and institutions of high artistic, musical and choreutic training, vocational training courses, Master's Degree programs, courses for health care professionals and universities for the elderly, as well as vocational training courses and educational activities provided by other public bodies, including territorial, local and private entities, without prejudice to the possibility of distance learning. Specific training courses in general medicine are excluded from the suspension. Courses for doctors in specialist medical training and activities involving trainees in the health medical professions may, in any case, continue also in virtual mode. For the purpose of observing social distancing, any other form of alternative social gathering is to be excluded. In person meetings of the governance bodies of schools and educational institutions of all grades and levels are suspended. Management bodies shall ensure the cleanliness of premises and will meet the administrative and accounting requirements of the afore-mentioned children's educational services, that are not part of teaching districts or comprehensive schools;

l) educational trips, exchanges or twinning initiatives, guided tours and educational outings of any sort planned by educational institutions of all grades and levels are suspended;

m) school administrators shall adopt distance learning modalities for the entire duration of the suspension, also taking into account the specific needs of students with disabilities;

n) in universities and institutions of high artistic, musical and choreutic training, for the whole duration of the suspension, teaching or curricular activities may be carried out, where possible, according to remote modalities, taking into due account the specific needs of students with disabilities; following the resumption of normal operations, universities and institutions, whenever deemed necessary and according to relevant modalities, will ensure the recovery of educational and curricular activities or the makeup of exams or tests, including midterm examinations, which can facilitate the completion of the educational program; in universities, institutions of high artistic, musical and choreutic training and public research institutions, exams, apprenticeships, research and experimental and/or educational laboratory activities and exercises may take place. The use of libraries is also allowed, provided that spaces and work are organized in such a way as to reduce the risk of close contact and groups, and prevention and protection measures are adopted suitable to the field of study and research, also taking into account the specific needs of persons with disabilities, referred to in the "Technical document on the possible remodulation of measures to contain the SARS-CoV-2 infection in the workplace and prevention strategies" published by INAIL. For the purposes referred to in the previous paragraph, universities, institutions of high artistic, musical and choreutic training and public research institutions shall ensure,



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in accordance with Article 87, paragraph 1, subparagraph a), of Decree-Law no. 18 of 17 March 2020, the presence of the staff necessary to carry out the above activities;

o) for the benefit of students who are not allowed, due to the needs related to the health emergency referred to in this decree, to participate in the educational or curricular activities of universities and institutions of high artistic, musical and choreutic training, these activities may be carried out, where possible, according to a remote modality, taking into due account the specific needs of students with disabilities; universities and institutions, whenever deemed necessary and according to relevant modalities, will ensure the recovery of educational and curricular activities or the makeup of exams or tests, including midterm examinations, which can facilitate the completion of the educational program; the non-attendance of students referred to in this letter shall not be taken into account for the purposes admission to final examinations and for the purposes of the relevant evaluations;

p) the relevant administrative authorities may, by a general executive decree or similar measure in relation to the respective legal systems, re-determine the educational and organizational procedures of the training and university courses for police and armed forces personnel in progress as at 9 March 2020, which have been subjected to the provisions of Article 2, paragraph I, subparagraph h) of the decree of the President of the Council of Ministers of 8 March 2020. Recourse may be made to remote instruction and exams, and exams that have not yet taken place may be cancelled, although examinations already taken for the purposes of the final ranking of the course will remain valid. Periods of absences from these training courses due to the COVID-19 epidemic, will not count towards the maximum number of absences that, if exceeded, may lead to a deferral, readmission to the school year, or failure to pass the courses;

q) Private competitive examination procedures shall be suspended, except where the assessment of candidates is carried out exclusively on the basis of a curriculum or remotely; for public competitive procedures, the provisions of Article 87, paragraph 5, of Decree-Law no. 18 of 17 March 2020, and Article 4 of Decree-Law no. 22 of 8 April 2020, will continue to apply;

r) ordinary leaves of health care workers and technical staff, as well as of staff whose work is necessary to manage the activities required by the crisis units set up at a regional level shall be suspended;

s) congresses, conferences, meetings and social events involving health care workers or staff responsible for the performance of essential public services or public utility services shall be suspended; any other conference or congress activities shall be deferred to a date subsequent to that in which this decree ceases to have effect;

t) in all possible cases, in carrying out meetings, remote connection modalities shall be used, with particular reference to health care and socio-sanitary facilities, public utility services and coordination units set up in the context of the COVID-19 emergency response, in any case guaranteeing the respect of the interpersonal safety distance of one meter;

u) the activities of gyms, sports centres, swimming pools, swimming centres, wellness centres, spas (except for the delivery of services falling within essential levels of care), cultural centres, social centres and recreational centres shall be suspended;

v) the qualifying examinations referred to in Article 121 of legislative decree no. 285 of 30 April 1992, to be carried out at the various branches of the Department of Motor Vehicles, shall be suspended; by means of a special executive order, for candidates who have not been able to sit the tests because of the suspension, an extension has been provided of the terms under Articles 121 and 122 of legislative decree no. 285 of 30 April 1992;

w) persons accompanying patients are not allowed to stay in the waiting rooms of hospital emergency and reception departments and emergency rooms (DEA/PS), unless otherwise specified by the health care staff in charge;

x) the access of relatives and visitors to hospitalization and long-term care facilities, assisted health



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residences (RSA), hospices, rehabilitation facilities and residential facilities for the elderly, self-sufficient and non self-sufficient, is limited to the cases indicated by the facility's management, which must take the necessary measures to prevent the possible transmission of the infection;

y) taking into account the guidance provided by the Ministry of Health, in agreement with the coronavirus emergency response coordinator, the territorial branches of the National Health System shall ensure the Ministry of Justice suitable support to contain the spread of COVID-19, including through adequate means to safeguard inmates admitted to penitentiaries and juvenile detention centres, according to health protocols developed by the General Directorate for Health Prevention of the Ministry of Health. Symptomatic cases among new arrivals shall be placed in isolation from other detainees, and it is recommended that the possibility of alternative home detention measures be considered. Visual interviews shall be conducted by telephone or video, and exceptions may also be granted to the duration currently established by the provisions in force. In exceptional cases, personal interviews may be authorized, provided that a distance of two meters is absolutely guaranteed. It is recommended that leaves and day release arrangements be limited or that relevant arrangements be modified so as to avoid having inmates leave from and return to prisons. It is also recommended that the possibility of alternative home detention measures be considered;

z) all commercial activities are suspended, with the exception of the sale of foodstuffs and basic necessities identified in Annex 1, both in neighbourhood shops and medium and large retailers and shopping centres, provided that access remains solely to the afore-mentioned allowed activities. Regardless of the type of activity carried out, markets are closed, with the exception of stands aimed only at the sale of food. Newsstands, tobacco shops, and pharmacies will remain open. In any case, one meter of interpersonal distance must be guaranteed;

aa) food service activities (including cafes, pubs, restaurants, ice cream parlours and pastry shops) are suspended, excluding cafeterias and contracted catering services that guarantee an interpersonal distance of at least one meter. Food service activities are solely allowed to continue through delivery services that respect hygiene regulations both in terms of packaging and delivery, as well as through take out, as long as one meter of interpersonal distance is respected; products may not be consumed inside the establishment and it is forbidden to remain nearby;

bb) retail shops selling food and beverages inside train stations and lake facilities, as well as in service stations and refuelling areas shall be closed, with the exception of those located along highways, which may sell solely take out products to be consumed outside of the establishments; those located in hospitals and airports shall remain open, but will have to ensure that one meter of interpersonal distance is respected;

cc) personal care services shall be suspended (including hairdressers, barbers, beauticians), except for those listed in Annex 2;

dd) retail shops whose activity has not been suspended pursuant to this decree must ensure that one meter of interpersonal distance is respected. They must also ensure staggered access into their premises and must make sure that customers don't remain longer than the time required to purchase products. The application of the measures under Annex 5 is also recommended;

ee) banking, financial and insurance services will be guaranteed, as well as agricultural, livestock raising, and agri-food processing activities, including supply chains that deliver their goods and services, provided that they respect hygiene and health regulations;

ff) the President of the Region will be responsible for planning the services delivered by local public transportation companies, including non-scheduled transport services, following the reduction and cancellation of services to contain the spread of COVID-19. This shall be done on the basis of actual needs and only for the purpose of ensuring essential minimum services, the delivery of which must be organized so as to avoid overcrowding at peak hours. For the same purposes and to contain the COVID-19 health emergency, the Minister of Infrastructure and Transportation, with a decree adopted in agreement with the



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Minister of Health, may order the reduction, suspension or limitation of automobile, rail, air, sea and inland waterway transportation services, including at an international level. This may also be done by imposing specific obligations upon users, crews, as well as carriers and ship operators;

gg) without prejudice to the provisions of Article 87 of Decree-Law no. 18 of 17 March 2020 for public employers, remote working modalities as regulated by Articles 18 to 23 of law no. 81 of 22 May 2017, may be applied by private employers to any employment relationship, in compliance with the principles set forth in the afore-mentioned provisions, even if no individual agreements have been established; reporting obligations pursuant to Article 22 of law no. 81 of 22 May 2017 shall be fulfilled electronically including through the documentation made available on the website of the National Institute for Occupational Accident Insurance;

hh) in any case, it is recommended that public and private employers encourage employees to take ordinary leaves and go on vacation, without prejudice to the provisions indicated in the previous subparagraph letter and in Article 2, paragraph 2;

ii) the following recommendations are made as far as professional activities are concerned:

a) remote working modalities should be used as much as possible for activities that may be performed at home or remotely;

b) employees should be encouraged to take their vacations or go on paid leaves, and also benefit from other collective bargaining instruments;

c) anti-contamination safety protocols should be adopted, and in cases in which it is not possible to respect an interpersonal distance of one meter as the main containment measure, personal protection equipment should be used;

d) sanitization operations should be encouraged in the workplace, including the use of social protection measures for this purpose;

jj) annexes 1 and 2 may be amended with a decree issued by the Minister of Economic Development, after consultation with the Minister of Economy and Finance.

Art. 2

Measures to contain contagion for the safe performance of industrial and commercial production activities

1. All industrial and commercial production activities shall be suspended on the entire national territory, except for those listed in Annex 3. The list of codes under Annex 3 may be modified with a decree issued by the Minister of Economic Development, after consultation with the Minister of Economy and Finance. The public administration will continue to be subjected to the provisions under Article 87 of Law-Decree no. 18 of 17 March 2020, and Article 1 of this decree; the provisions set out in Article 1 of this decree governing commercial activities and professional services will also continue to apply.

2. Production activities that are suspended as a result of the provisions of this article may continue, provided that they are performed by remote working modalities.

3. Activities which provide public utility services will be allowed, as well as those delivering essential services, pursuant to law no. 146 of 12 June 1990, without prejudice to the provisions under Article 1 for museums and other institutes and places of culture, as well as for services which relate to education.



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4. Any activities for the production, transportation, sale and delivery of pharmaceutical drugs, healthcare technologies and medical and surgical equipment, as well as agricultural and food products are always allowed. Any activities likely to tackle the emergency are in any case allowed.
5. Firms having been granted a general authorization pursuant to legislative decree no. 261 of 22 July 1999 shall primarily ensure the distribution and delivery of perishable goods and basic necessities.
6. Businesses whose activities have not been suspended shall respect the contents of the Regulatory protocol to contain the spread of COVID-19 in workplaces signed on 24 April 2020 by the Government and social partners set out in Annex 6, and for their respective areas of competence, the Regulatory protocol to contain the spread of COVID-19 on construction sites signed on 24 April 2020 by the Minister of Infrastructure and Transportation, the Ministry of Labour and Social Policy and social partners, set out in Annex 7, and the Regulatory protocol to contain the spread of COVID-19 in the transportation and logistics sector signed on 20 March 2020, set out in Annex 8. Failure to implement the protocols, and thus to provide adequate protection levels, shall determine the suspension of the activity until safety conditions are restored.
7. Firms whose activities are suspended as a result of the modifications set out in Annex 3, or for any other cause, shall complete the activities necessary for the suspension, including the shipping of the merchandise in stock within three days from the adoption of the amending decree or, in any case, the provision determining the suspension.
8. For production activities that have been suspended, after notification to the Prefect, employees or delegated third parties may have access to the company premises to perform supervision, conservation and maintenance activities, manage payments, and carry out cleaning and sanitation activities. The shipping of merchandise in stock to third parties and the receipt in stock of goods and supplies is allowed, following a notification to the Prefect.
9. Businesses which will resume activity from 4 May 2020 may undertake preparatory activities from 27 April 2020.
10. Businesses whose activities are in any case allowed at the date in which this decree comes into effect, shall continue their activity in compliance with the provisions under paragraph 6.
11. In order to allow productive activities to safely take place, regions must monitor the evolution of the epidemiological situation daily and accordingly, the capacity of the regional health care system. Monitoring data must be communicated daily to the Ministry of Health, the Istituto Superiore di Sanità and the Scientific Committee in accordance with ordinance no.630 of 3 February 2020 of the Head of the Civil Protection Department and subsequent amendments. In the event that increased health risks emerge from the monitoring, according to the health risk monitoring principles set out in Annex 10 and the criteria established by the Minister of Health within five days of 27 April 2020, the President of the Region must present in a timely manner to the Minister of Health the necessary and urgent restrictive measures for productive activities specifically affected by the worsening situation, thus immediately exercising the authority entrusted to him under article 2, paragraph 2, of Decree-Law no. 19 of 25 March 2020.



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Art. 3

Information and prevention measures throughout the national territory

1. The following measures shall also apply throughout the national territory:

a) health care workers shall comply with appropriate measures for the prevention of the spread of respiratory infections as established by the legislation in force and by the Ministry of Health on the basis of the guidance provided by the World Health Organization, and the heads of the individual facilities shall apply the guidelines for the sanitization and disinfection of premises provided by the Ministry of Health;

b) elderly persons, those suffering from chronic illnesses or more than one illness or those who are otherwise affected by congenital or acquired forms of immunodeficiency, are expressly recommended not to leave their homes except in cases of strict necessity;

c) in children's educational services, as indicated by *legislative decree no. 65 of 13 April 2017*, in schools of all grades and levels, universities and other government offices, information on preventive hygienic and health measures as set out in Annex 4 shall be posted in areas open to the public, or in areas characterized by greater gatherings and movement of people;

d) mayors and trade associations shall promote the dissemination of information on preventive hygienic and health measures set out in Annex 4 also in shops;

e) in government offices, and in particular, in areas of access to health care service facilities, as well as in all areas open to the public, hand sanitizers will be made available to staff, users and visitors, in compliance with the provisions in directive no.1 of 25 February 2020 issued by the Minister of the Public Administration;

f) public transport companies, including those travelling long distances, shall adopt extraordinary measures to sanitize their vehicles repeatedly and frequently;

g) the application of preventive hygienic and health measures set out in Annex 4 is recommended.

2. In order to contain the spread of COVID-19, in the whole national territory respiratory protection devices must be worn in confined spaces open to the public, including on public transport and in any case where it is not continuously possible to guarantee a safe interpersonal distance. Children under the age of 6 and persons with disabilities incompatible with the continuous use of masks or individuals who interact with them are exempt from this requirement.

3. For the purposes indicated in paragraph 2, single-use and washable masks may be used, even if homemade, in multilayered materials suitable to providing an adequate barrier which at the same time guarantee comfort and breathability as well as a shape and fit that provide coverage from chin to nose.

4. The use of masks is in addition to other established protection measures aimed at reducing contagion (such as physical distancing and constant and accurate hand washing), which shall remain unchanged and will continue to be a priority.



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Art. 4

Provisions regulating entry into Italy

1. Without prejudice to the provisions set out in Article 1, paragraph 1, subparagraph a), anyone who intends to enter the national territory by air, sea, lake, rail or land transport, is required to submit a declaration to their carrier upon boarding in accordance with Articles 46 and 47 of Presidential Decree no. 445 of 28 December 2000, which states in a clear and detailed way that carriers or ship operators may verify the following:

a) reasons for travel, in compliance with the provisions set out in Article 1, paragraph 1, subparagraph a), of this decree;

b) the full address of the dwelling or residence in Italy where the health surveillance period and self-isolation will take place, as set out in paragraph 3, and the private means of transportation that will be used to reach this location;

c) telephone numbers, including a mobile one, at which the individual can receive any communications during the entire duration of the health surveillance period and self-isolation.

2. Transport carriers and ship operators shall obtain and verify the documentation referred to in paragraph 1 before allowing passengers to board. They will also take the temperature of individual passengers and prohibit boarding to anyone who has a fever or for whom the afore-mentioned documentation is incomplete. They are also required to take organizational measures which ensure that an interpersonal distance of at least one meter is maintained between passengers while on board for the entire duration of the journey, in accordance with the guidance provided in the "Regulatory protocol to contain the spread of COVID - 19 in the transport and logistics sector" signed on 20 March 2020 in Annex 8 and with the "Guidelines for user information and organizational modalities to contain the spread of COVID-19" in Annex 9. Transport carriers should also promote the use of personal protective equipment by passengers and crew and provide indications as to situations in which the equipment might be temporarily and exceptionally removed. Transport carriers shall provide passengers with personal protective equipment upon boarding, if passengers do not have any such equipment.

3. Anyone entering Italy under the modalities indicated in paragraph 1 must immediately communicate their entrance to the Prevention Department of the Local Health Authority, even if they are asymptomatic. They will then be subjected to health surveillance and self-isolation for a period of fourteen days at the dwelling or residence previously indicated at the time of boarding, in accordance with paragraph 1, subparagraph b). Should the individual develop COVID-19 symptoms, they must promptly communicate this to the Health Authorities using the special dedicated telephone numbers.

4. In the case referred to in paragraph 3, in which following debarkation from the means of transportation used to enter Italy one or more persons are not able to reach by private means of transportation the dwelling or residence indicated as the location where they will be undergoing health surveillance and self-isolation, after the judicial authority verifies the truthfulness of the declaration produced at the time of boarding, pursuant to subparagraph b) of paragraph 1, the competent Health Authorities will immediately inform the regional branch of the Civil Protection Department which, in coordination with the Civil Protection Department of the Office of the President of the Council of Ministers, shall determine the modalities and location in which health surveillance and self-isolation should be carried out.



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Related expenses will be borne exclusively by the individuals subjected to the afore-mentioned measure. Should the individuals develop COVID-19 symptoms, they must promptly communicate this to the Health Authorities using the special dedicated telephone numbers.

5. Without prejudice to the provisions of Article 1, paragraph 1, subparagraph a), natural persons entering Italy by private means, even if asymptomatic, must immediately communicate their entry into Italy to the Prevention Department of the Local Health Authority competent for the location where health surveillance and self-isolation will take place. They will be subjected to health surveillance and self-isolation for a period of fourteen days at the dwelling or residence indicated in the declaration. Should the individuals develop COVID-19 symptoms, they must promptly communicate this to the Health Authorities using the special dedicated telephone numbers.

6. In the case referred to in paragraph 5, in which natural persons are not able to reach the dwelling or residence indicated as the location in which they will undergo health surveillance and self-isolation, the competent Health Authorities will immediately inform the regional branch of the Civil Protection Department which, in coordination with the Civil Protection Department of the Office of the President of the Council of Ministers, shall determine the modalities and location in which health surveillance and self-isolation should be carried out. Related expenses will be borne exclusively by the individuals subjected to the afore-mentioned measure.

7. Except for the cases in which COVID-19 symptoms are reported during the period of health surveillance and self-isolation carried out as established in previous paragraphs, persons subjected to such measures may always begin a new period of health surveillance and self-isolation at a dwelling or residence other than the one previously reported to the Health Authorities. In this case, the Health Authorities will have to be provided with the declaration indicated in paragraph 1, subparagraph b), which will also have to contain an indication of the route to be taken. Moreover, Health Authorities will have to ensure that travel to the new dwelling or residence occurs in the manner provided for in subparagraph b). Upon receipt of said communication, the Health Authorities shall immediately forward it to the Prevention Department of the Local Health Authority competent for the place of destination in order for the relevant controls and checks to be carried out.

8. On the basis of the information contained in this article, public health officials and locally competent public health services shall prescribe that the individual should stay at home in the modalities specified below:

a) they will contact the individual by telephone and try to obtain detailed and documented information on the areas of stay and route travelled in the previous fourteen days, in order to adequately assess the risk of exposure;

b) once health surveillance and self-isolation measures are instituted, public health officials will also inform the individual's doctor or pediatrician of choice, including for the purpose of obtaining a certification for INPS (INPS HERMES circular no. 0000716 of 25 February 2020);

c) in case the individual needs an INPS certification to take a leave from work, a statement will be issued and addressed to the individual's employer and doctor or paediatrician of choice, declaring that they were placed under precautionary quarantine for public health reasons. The date at which the quarantine period is to begin and end must be specified;

d) they will make sure the individual to be placed under quarantine or other people living with them do not have a fever or other symptoms;

e) they will inform the concerned individual about the symptoms, infectivity and modes of transmission of the disease, and the measures to be adopted to protect those living with them in the event of the onset of symptoms;



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f) they will inform the concerned individual about the need to take their temperature twice a day (in the morning and in the evening), and to:

- 1) remain in isolation for fourteen days from the last exposure;
- 2) refrain from any social contact;
- 3) refrain from any transfer or travel;
- 4) be reachable for surveillance activities;

g) in the event of the onset of symptoms, the person placed under surveillance must:

- 1) immediately notify their doctor or the paediatrician of their choice and the public health official;
- 2) wear the surgical mask supplied at the beginning of the health procedure and take a distance from others they may be living with;
- 3) stay in their room with the door closed, making sure there is adequate ventilation, while waiting to be transferred to a hospital, if necessary;

h) the public health official will contact the person under surveillance daily, to obtain information on their health conditions. In the event of the onset of symptoms, after consulting the doctor or paediatrician of choice, the public health official shall proceed as specified in circular no. 5443 of 22 February 2020 and subsequent amendments and additions.

9. The provisions set out in paragraphs from 1 to 8 do not apply to the following:

- a) transport crew members;
- b) travelling staff of companies having their registered office in Italy;
- c) health care workers entering Italy to exercise their professional health care qualifications, including the temporary performance set out in Article 13 of Decree-Law no. 18 of 17 March 2020;
- d) cross-border workers entering and leaving the national territory for proven work reasons and the consequent return to their residence or home, in compliance with the provisions set out in Article 1, paragraph 1, subparagraph a), of this decree.

10. In exceptional cases and, in any case, exclusively for the purpose of protecting citizens abroad and complying with international and European obligations, including those deriving from the implementation of EU Council directive 2015/637 of 20 April 2015 on coordination and cooperation measures to facilitate the consular protection of EU citizens not represented in third countries, which repeals decision 95/553/EC, with a decree issued by the Minister of Infrastructure and Transportation, adopted upon the proposal of the Minister of Foreign Affairs and International Cooperation and in agreement with the Minister of Health, specific and temporary derogations to the provisions under this article may be envisaged.



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Art. 5

Transits and short stays in Italy

1. Exceptions to the provisions of Article 4 exist only on the grounds of proven work needs and apply for a period of entry not exceeding 72 hours. Given further specific reasons, this period may be extended for an additional 48 hours. Upon embarking and to gain access to transportation services, anyone wishing to enter Italian territory using air, sea, lake, rail or land transport is required to submit a declaration to their transport carrier, in accordance with Articles 46 and 47 of Presidential Decree no. 445 of 28 December 2000. This states in a clear and detailed way that carriers or ship operators may verify the following:

a) proven work requirements and duration of stay in Italy;

b) the full address of the dwelling, residence or place of stay in Italy and the private or own means of transportation that will be used to reach this location from the point of entry into Italy. In the event that more than one dwelling, residence or place of stay is to be reached, the complete address for each of these destinations must be provided, as well as an indication of the private means of transportation to be used for travel to each destination;

c) telephone numbers, including a mobile one, at which the individual can receive any communications during their stay in Italy.

2. As part of the declaration referred to in paragraph 1, the following further obligations must also be undertaken:

a) as indicated in accordance with subparagraph a) of paragraph 1, individuals must immediately leave the Italian territory at the end of their allowed period of stay. If not, they must start a 14-day period of health surveillance and self-isolation in the dwelling, residence or place of stay indicated under subparagraph b) of paragraph 1;

b) in the event of the onset of COVID-19 symptoms, the individual must communicate this promptly to the Prevention Department of the Local Health Authority using dedicated telephone numbers. They must also undergo self-isolation, if the Health Authority subsequently deems it necessary.

3. Transport carriers and ship operators shall obtain and verify the documentation referred to in paragraph 1 before allowing passengers to board. They will also take the temperature of individual passengers and prohibit boarding to anyone who has a fever or for whom the afore-mentioned documentation is incomplete. Transport carriers are also required to take organizational measures to ensure that an interpersonal distance of at least one meter is continually maintained between passengers while on board, in accordance with the guidance provided in the "Regulatory protocol to contain the spread of COVID - 19 in the transport and logistics sector" signed on 20 March 2020 in Annex 8 and with the "Guidelines for user information and organizational modalities to contain the spread of COVID-19" in Annex 9. Transport carriers should also promote the use of personal protective equipment by passengers and crew and provide indications as to situations in which this equipment might be temporarily and exceptionally removed. Transport carriers shall provide passengers with personal protective equipment upon boarding, if passengers do not have any such equipment.

4. Anyone entering Italy under the modalities indicated in paragraph 1 must immediately communicate their entrance to the Prevention Department of the Local Health Authority at their point of entry, even if they are asymptomatic.

5. Exceptions to the provisions of Article 4 exist only on the grounds of proven work needs and apply



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for a period of entry not exceeding 72 hours. Given further specific reasons, this period may be extended for an additional 48 hours. However, anyone intending to enter the national territory using their own or private means of transport is required immediately communicate their entrance into Italy to the Prevention Department of the Local Health Authority at their place of entry. At that time, these individuals must also submit a declaration, as outlined in Articles 46 and 47 of Presidential Decree no. 445 of 28 December 2000, which indicates in a clear and detailed way that the competent Authorities may verify the following:

- a) proven work needs and duration of stay in Italy;
- b) the full address of the dwelling, residence or place of stay in Italy and the private or own means of transportation that will be used to reach this location from the point of entry into Italy. In the event that more than one dwelling, residence or place of stay is to be reached, the complete address for each of these destinations must be provided, as well as an indication of the private means of transportation to be used for travel to each destination;
- c) telephone numbers, including a mobile one, at which the individual can receive any communications during their stay in Italy.

6. As part of the declaration referred to in paragraph 1, the following further obligations must also be undertaken:

- a) individuals must immediately leave Italy at the end of their allowed period of stay. If not, they must start a 14-day period of health surveillance and self-isolation in the dwelling, residence or place of stay indicated in the declaration;

- b) In the event of the onset of COVID-19 symptoms, the individual must communicate this promptly to the Prevention Department of the Local Health Authority using dedicated telephone numbers. They must also undergo self-isolation, if the Health Authority subsequently deems it necessary.

7. In the case of land transportation, transit by private or own means within the Italian territory is authorized, including to reach another State (EU or non-EU State). However, the individual is still required to immediately notify the Prevention Department of the Local Health Authority at their point of entry. Furthermore, should the individual develop COVID-19 symptoms, they must promptly communicate this to the Health Authorities using the dedicated phone numbers. The maximum period of stay on the Italian territory is 24 hours. Given specific proven needs, this period may be extended for an additional 12 hours. The reporting, health monitoring and self-isolation requirements laid down in Article 4, paragraphs 6 and 7 are applicable if the allowed period of stay is exceeded.

8. In case of air transportation, the requirements referred to in paragraphs 1, 2 and 4, as well as those set forth in Article 4, paragraphs 1 and 3 shall not apply to passengers in transit whose final destination is another country (EU or non-EU). However, if these individuals develop COVID-19 symptoms, they must promptly report this to the Prevention Department of the Local Health Authority using the dedicated phone numbers. These individuals must also undergo self-isolation, if the Health Authority subsequently deems it necessary. Passengers in transit with a final destination in another country (EU or non-EU) or in another location within the national territory, are in any case required to do the following:

- a) upon embarking for travel to Italy, and to gain access to transport services, they must submit the declaration indicated in articles 46 and 47 of Presidential Decree no. 445 of 28 December 2000, which indicates in a clear and detailed way that transport carriers or ship operators may verify the following:

- 1) reasons for travel and length of stay in Italy;
- 2) the place in Italy or another country (EU or non-EU) which is the passenger's final destination, their travel document number and the means of transport to be used to reach the final destination;



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- 3) telephone numbers, including a mobile one, at which the individual can receive any communications during their stay in Italy;
 - b) they must not leave the specifically designated in-transit areas within the airport.
9. Regarding air transport, passengers in transit with a final destination within the Italian territory, upon arriving at their final destination, should undertake the required communication referred to in paragraph 4, or that indicated in Article 4, paragraph 3. This communication will involve notifying the Prevention Department of the competent Local Health Authority at the final destination in Italy of their arrival. For the purposes of implementing Article 4, paragraph 4, the final destination is defined as the place where the passenger disembarks from the means of transport used to enter Italy.
10. The provisions of this article do not apply to the following persons:
- a) the crews of any transport means;
 - b) travellers who belong to companies which have their registered office in Italy;
 - c) health personnel entering Italy to undertake work as professional medical workers. This includes temporary workers, as set out in Article 13 of Decree-Law no. 18 of 17 March 2020;
 - d) cross-border workers entering and leaving the national territory for proven work reasons and who may, as a result, be travelling to and from their residence, home or dwelling, according to the provisions set out in Article 1, paragraph 1, subparagraph a), of this decree.
11. In exceptional cases and, in any case, exclusively for the purpose of protecting citizens abroad and complying with international and European obligations, including those deriving from the implementation of EU Council directive 2015/637 of 20 April 2015 on coordination and cooperation measures to facilitate the consular protection of EU citizens not represented in third countries, which repeals decision 95/553/EC, with a decree issued by the Minister of Infrastructure and Transportation, adopted upon the proposal of the Minister of Foreign Affairs and International Cooperation and in agreement with the Minister of Health, specific and temporary derogations to the provisions under this article may be envisaged.

Art. 6

Provisions regulating cruise ships and foreign vessels

1. In order to contain the spread of the COVID-19 epidemiological emergency, cruise services for Italian passenger ships have been suspended.
2. It is forbidden for all management companies, ship operators and captains of Italian passenger ships engaged in cruise services to accept passengers in addition to those already on board, from the date of entry into force of this decree until the end of the cruise in progress.
3. Once they have ensured the implementation of all preventive health measures ordered by the competent Authorities, all management companies, ship operators and captains of Italian passenger ships engaged in cruise services shall disembark all passengers on board in the final port if they have not already disembarked in previous ports of call.
4. When disembarking in Italian ports:
 - a) passengers with a residence, domicile or habitual dwelling in Italy are required to immediately



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communicate their entry into Italy to the Prevention Department of the competent Local Health Authority and are subject to a 14-day health surveillance and self-isolation period at their indicated residence, domicile or habitual dwelling in Italy. Should these individuals develop COVID-19 symptoms, they must promptly report this to the Health Authorities by using the dedicated phone numbers;

b) passengers who are Italian nationals residing abroad are required to immediately communicate their return to Italy to the Prevention Department of the competent Local Health Authority and are subject to the 14-day health surveillance and self-isolation period at the location indicated upon their arrival in Italy. Alternatively, they may request immediate onward air or road transfer to a foreign destination at the expense of the transport operator. Should they develop COVID-19 symptoms, they must promptly report this to the Health Authorities by using the dedicated phone numbers;

c) foreign passengers residing abroad will be immediately transferred to foreign destinations at the expense of the transport operator.

5. Passengers referred to in subparagraphs a) and b) of paragraph 4 shall ensure that they reach their residence, domicile or habitual dwelling in Italy, that is, the location indicated by them upon arrival, using only their own or private means of transport.

6. Unless otherwise specified by the Health Authority, if the presence on the ship of at least one case of COVID-19 has been ascertained, passengers for whom close contact was established, according to the terms defined by the Health Authority, shall be subjected to health surveillance and self-isolation at the location indicated by them on the national territory. Alternatively, they will be immediately transferred to foreign destinations with protected and dedicated transportation, at the expense of the transport operator.

7. The provisions of paragraphs 4 and 6 shall also apply to the crew according to their nationality. In any case, once authorization is secured from the Health Authority, the crew shall be permitted to undergo health surveillance and self-isolation on board the ship.

8. Management companies, ship owners and captains of foreign passenger ships engaged in cruise services which are due to call in Italian ports are prohibited from entering such ports, including for the purpose of stopovers.

9. In exceptional cases and, in any case, exclusively for the purpose of protecting citizens abroad and complying with international and European obligations, including those deriving from the implementation of EU Council directive 2015/637 of 20 April 2015 on coordination and cooperation measures to facilitate the consular protection of EU citizens not represented in third countries, which abrogates decision 95/553/EC, with a decree issued by the Minister of Infrastructure and Transportation, adopted upon the proposal of the Minister of Foreign Affairs and International Cooperation and in agreement with the Minister of Health, specific and temporary derogations to the provisions under this article may be envisaged.



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Measures regulating scheduled public transport activities

1. In order to counter the spread of the COVID-19 virus, scheduled public transport activities on land, sea, rail, air, lakes and inland waters are executed in accordance with provisions contained in the "Regulatory protocol to contain the spread of COVID-19 in the transportation and logistics sector" signed on 20 March 2020, set out in Annex 8, as well as the "Guidelines for user information and organizational modalities to contain the spread of COVID-19" in Annex 9.

2. As a result of the new organizational or functional needs, by issuing a decree, the Minister of Infrastructures and Transportation may integrate or amend the "Guidelines for user information and organizational modalities to contain the spread of COVID-19", and, with the prior agreement of the signatories, the "Regulatory protocol to contain the spread of COVID-19 in the transportation and logistics sector" signed on 20 March 2020.

Art. 8

Additional provisions specific to persons with disabilities

1. The social and socio-sanitary activities provided in the framework of an authorization or arrangement with the national health care system, including those delivered within or by semi-residential facilities for persons with disabilities of a social care, socio-educational, multifunctional, socio occupational, medical and socio-sanitary nature, shall be resumed according to territorial plans, adopted by the Regions. Specific protocols may be implemented to ensure compliance with provisions to prevent contagion and protect the health of users and health care workers.

Art. 9

Implementation and monitoring of measures

1. The prefect competent for the territory, after informing the Minister of Interior, will ensure the implementation of the measures referred to in this decree and monitor the implementation of the remaining measures by the competent authorities. The prefect will rely on law enforcement, with the possible assistance of the national firefighters corps, and, for health and safety in the workplace, the National Labour Inspectorate and the Carabinieri Command for Labour Protection as well as the armed forces, where appropriate, after consulting with the competent territorial commands and notifying the President of the region and the autonomous province concerned.

Art.10

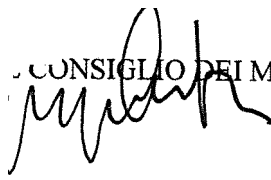
Final provisions



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1. The provisions of this decree shall apply from 4 May 2020 in place of those of the decree of the President of the Council of Ministers of 10 April 2020 and shall be effective until 17 May 2020, with the exception of the provisions of Article 2, paragraphs 7, 9 and 11, which shall apply from 27 April 2020 in conjunction with the provisions of the afore-mentioned decree of 10 April 2020.
2. The more restrictive containment measures adopted by the regions shall continue to apply in specific areas of the regional territory, also in agreement with the Minister of Health.
3. The provisions of this decree shall apply to the regions with a special statute and the autonomous provinces of Trento and Bolzano, in accordance with their respective statutes and the relevant implementing rules.

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Annex 6

The shared Protocol between the Government and its social partners regulating the measures taken to counteract and contain the spread of the Covid-19 virus in the workplace

24 April 2020

The “*Shared Protocol for regulating measures taken to counteract and control the spread of the Covid-19 virus in the workplace*,” signed on 14 March 2020, has been enacted today, Friday, 24 April 2020, upon the initiative of the President of the Council of Ministers, the Minister of Economic Affairs, the Minister of Labour and Social Policy, the Minister of Economic Development and the Minister of Health. These actors have encouraged collaborating with social partners in implementing the measures contained in Article 1, paragraph 1, number 9, of the Decree by the President of the Council of Ministers of 11 March 2020. This Article addresses professional and productive activities and recommends reaching agreements between employers and trade union organisations.

In accordance with its responsibilities, the Government encourages the full implementation of the Protocol.

Premise

The document considers the various Government measures which have been undertaken, including the most recent Presidential decree (DPCM) of 10 April 2020. It also integrates the provisions issued by the Ministry of Health and shared guidelines of the Parties involved in facilitating the adoption of anti-infection, safety and regulatory protocols for counteracting and limiting the spread of the COVID-19 virus in the workplace.

The continuation of productive activities can only occur if conditions ensuring adequate levels of worker protection exist. Failure to implement the Protocol or assure adequate levels of protection will result in the suspension of any activity until such safety conditions are established.

To this end, the Parties agree henceforward on the potential use of social safety measures. As a result, work activity may be reduced or suspended in order to allow companies of all types to implement such measures and consequently assure workplace safety.

By commonly deferring to the possible use of agile working, social safety measures and special organisational solutions, the parties aim to bolster efforts for counteracting and containing the spread of the virus.



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Combining continuing production activity with guaranteed health and safety conditions in workplaces and methods is a priority. In this context, possible reductions or the temporary suspension of activities may be envisioned as well.

As a result, the urgent measures the Government intends to adopt, particularly with regard to social safety measures, may be useful to consider in situations throughout the country where there may be a reduced number of workers actually present in workplaces.

The rapid adoption of a regulatory protocol for counteracting and containing the spread of the virus, which includes procedural measures or rules of conduct, remains a necessity. To this end, working with trade union representatives in the workplace with regard to these preventative measures is encouraged. In the case of small businesses, working with territorial representatives is similarly encouraged, as provided for in inter-confederation agreements. This kind of interaction will allow getting input from experienced workers, making any adopted measures more shared and effective. This interaction may specifically involve getting input from on-site work safety representatives (rappresentanti dei lavoratori per la sicurezza - RLS) and worker representatives for territorial safety (rappresentante dei lavoratori per la sicurezza territoriale - RLST). The specific characteristics of each productive entity and the territorial setting needs to be considered in this process as well.

THE SHARED REGULATORY PROTOCOL FOR COUNTERACTING THE SPREAD OF COVID-19

The current shared regulatory protocol aims to provide operational guidance for increasing the effectiveness of precautionary containment measures taken to counteract the COVID-19 epidemic in non-healthcare work settings.

COVID-19 represents a generic biological risk. As a result, similar measures must be taken across the entire population. This protocol therefore contains measures which follow a precautionary logic, while implementing legislative and Health Authority requirements.

All the obligations stipulated by measures already adopted to counteract COVID-19 remain in effect.

The DPCM of 11 March 2020 provides for restrictive measures remaining in force throughout the national territory until 25 March 2020. With regard to manufacturing activities and the specific measures counteracting COVID – 19 in this sector, the following recommendations are made:



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- business should use agile working to the utmost for those activities which can be carried out at home or at a distance;
- taking vacation or paid leave among employees, as well as the use of other related instruments provided for under collective bargaining agreements, are encouraged;
- the activities of company departments which are not essential to production should be suspended;
- anti-infection safety protocols and the adoption of individual protective means should be used in situations where it is not possible to respect the primary containment measure of keeping an interpersonal distance of one metre;
- the sanitising of workplaces is encouraged, including the use of some forms of social buffers;
- movements within sites should be kept to a minimum and the number of people in common areas should be restricted for productive activities only;
- agreements between employers and trade unions should be encouraged, again for these productive activities only;
- use of agile working is encouraged to the utmost for any unsuspended activity.

In addition to the provisions of the aforementioned decree, it is further noted that companies adopting this regulatory protocol within their workplace should apply the further precautionary measures listed below. These measures should be integrated with equivalent or more decisive steps, depending on the company's organisational features and after consulting with its trade union representatives. The aim is to protect worker health and ensure a healthy working environment.

1-INFORMATION

- Using the most apt and effective methods, the company will inform all workers, and anyone entering the company premises, about the measures established by the Authorities. This will involve distributing and/or posting these measures at the entrance and in the most highly visible places throughout the company premises. Special information *leaflets* may also be used to this end
- In particular, this information should cover:



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- the obligation to stay at home for anyone with a fever (over 37.5°), or who has flu-like symptoms, and the subsequent need to contact a doctor and the health authority
- an awareness and acceptance that if risk conditions exist (having flu-like symptoms or a temperature, coming from a high-risk zone or having had contact within a positive case in the last 14 days, etc.), one cannot enter or, if symptoms occur while at work, remain on the company premises. Further, should symptoms occur, the provisions require informing one's doctor and the health Authority and staying home
- a commitment to comply with all the provisions made by the Authorities or an employer. This is required in order to enter the company premises. (These provisions particularly include maintaining the safety distance, observing hand-washing rules and respecting other proper hygiene behaviour)
- a commitment to promptly and responsibly inform the employer if one has any flu-like symptoms while working and subsequently take care to maintain an adequate distance from other people.

The company shall provide other appropriate information by job and job context. Reference should be particularly made to the measures any staff might need to especially follow. This should include covering information on the correct use of PPE to prevent any possible spread of infection.

2-THE METHOD FOR ENTERING THE COMPANY PREMISES

- Before entering the workplace, staff may be subject to having their temperature taken.¹ Entry will not be allowed to anyone whose temperature is over 37.5° C

¹ The real-time measurement of body temperature constitutes a type of personal data processing and therefore, must take place in accordance with the current data privacy policy. The following is recommended: 1) to take body temperature and record it only if it exceeds the set limit. Thus, a person will only be identified and have their temperature recorded and documented if it exceeds the set limit needed for entry onto the premises; 2) to provide persons with information on personal data processing. Any information the person has already been informed of or already has in their possession, even if given orally, should be



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In compliance with the indications given in Footnote 1, persons with a temperature will be temporarily isolated and given a mask. They should not go to an Emergency Room and/or the on-site infirmary, but should contact a doctor as soon as possible and follow the doctor's instructions

- The employer will inform in advance any staff, or others intending to enter the premises, that access is not allowed to those who have had contact with a positive COVID-19 case in the last 14 days or who have been in a high-risk zone according to WHO indications²
- For these cases, reference is made to Decree-Law No. 6 of 23/02/2020, Art. 1, letter h) and i)
- Workers who have had a COVID-19 infection can only enter the premises after first providing a medical certification indicating that they have had a “negative” swab test which was carried out according to the procedures indicated by the responsible territorial prevention department.
- In order to prevent the onset of further epidemic outbreaks in the areas most affected by the virus, the competent health authority may provide for specific additional measures,

noted and can be omitted. The information given regarding personal data processing should refer to its role in preventing COVID-19 infection. The legal reference in this context is the implementation of anti-infection protocols pursuant to Art. 1, No. 7, letter d) of the DPCM of 11 March 2020. Reference should also be made to the fact that data will be stored until the end the state of emergency; 3) to define the appropriate data protection safety and organisational measures. From an organisational point of view, it is particularly necessary to identify the individuals who will be responsible for data processing and provide them with the necessary instructions. To this end, it is important to emphasise to them that data is to be processed exclusively for infection prevention purposes and should not be disseminated or communicated to third parties other than those specifically indicated in the regulatory provisions (for example, communication in the event of a request by a Health Authority who is tracing or reconstructing a chain of close contacts of a worker found positive for COVID-19); 4) in the event of temporary isolation due to having a high temperature, measures should be taken to guarantee the confidentiality and dignity of the worker. Such guarantees must extend to any worker who communicates to the responsible staff any contact had with a COVID-19 case outside company premises, or a worker who is self-isolating after developing a fever and/or respiratory infection symptoms while at work (see *below*).

² Where a declaration regarding exposure to an epidemiological risk zone or positive case over in the last 14 days is requested, personal data processing issues must also be considered. Collecting such a declaration should be considered as part of data processing. To this end, the particulars referred to in Footnote 1 above apply. It is specifically suggested to only collect data that is necessary, appropriate and relevant to preventing COVID-19 infection. For example, if one requests a statement on any contacts with a COVID-19 case, one should refrain from requesting any additional information about this case. Or, if a declaration regarding exposure to an epidemiological risk zone is needed, one should refrain from requesting additional specific information about this zone.



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for example, swab-testing workers. Employers should cooperate with these efforts to the utmost.

3-MODES OF ACCESS FOR EXTERNAL SUPPLIERS

- Predefined methods of entry, transit and exiting should be identified for external suppliers as should their routes and time limits on the premises. The aim is to minimise contact with any staff working in the involved departments/offices
- Drivers should remain in their vehicles, if possible, while access to the premises should not be allowed for any reason. For required loading and unloading activities, delivery persons should strictly maintain a one-metre safety distance
- Dedicated toilets should be identified/installed for suppliers/transporters and/or other external personnel. Use of employee toilets should be prohibited and adequate daily cleaning of these places assured
- Access by visitors should be reduced as much as possible. If external visitors must enter (e.g. cleaning or maintenance personnel), they must comply with all the rules of the premises, including those regarding entry referred to in paragraph 2 above
- If there is a company-run transport service, the safety of its workers must be assured and respected throughout all their movements
- The provisions of this Protocol shall extend to any third-party contractors organising permanent or temporary areas or locations within company sites and production areas
- In the event a worker employed by a third-party contractor operating in the same production site (e.g. maintenance workers, suppliers, cleaners or supervisors) tests positive for COVID-19, the contractor must immediately inform the employer company and cooperate with the health authorities in providing useful information to identify potential close contacts



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- The employer company is obliged to give to any contracted company personnel complete information on company Protocol. The employer company must also ensure that contract workers operating in any capacity on their premises, like company workers, fully comply with this Protocol.

4- CLEANING AND SANITISATION OF COMPANY PREMISES

- The company should ensure the daily cleaning and periodic sanitisation of premises, work environments, workstations and any public or break areas
- In the event a person with COVID-19 has been present on the premises, they need to be cleaned, sanitised and ventilated according to the provisions found in Circular No. 5443 of 22 February 2020 issued by the Ministry of Health
- Cleaning needs to be assured at the end of work shifts and periodic sanitisation of keyboards, touch screens and peripherals, such as a computer mouse, needs to be done. This should be carried out with appropriate detergents and cover both offices and production departments
- A company can organise special services/periodic cleaning and social safety measures (including those which may be exceptional in nature) to comply with instructions given by the Ministry of Health. This may be done in the way judged most appropriate
- In highly endemic geographical areas, or in companies where suspected cases of COVID-19 have occurred, special sanitation of work environments, workstations and common areas must be undertaken before reopening, pursuant to Circular 5443 of 22 February 2020. This type of special intervention must be done above and beyond any normal cleaning activities.

5-PERSONAL HYGIENE PRECAUTIONS

- It is mandatory that the people on the company premises undertake all necessary hygiene precautions, especially with regard to their hands
- The company should provide suitable means for hand cleaning
- Frequent cleaning of hands with soap and water is recommended
- Hand cleaners must be made accessible to all workers through dispensers located in easily identifiable locations.



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6-PERSONAL PROTECTIVE EQUIPMENT

- The adoption of the hygiene measures and personal protective equipment (PPE) referred to in this Regulatory Protocol are fundamental. However, given the current emergency situation, the use of PPE may obviously be linked to its commercial availability. For this reason:
 - a. masks should be used in accordance with the World Health Organisation (WHO) guidelines
 - b. given the emergency situation and in the event of supply difficulties, other types of masks indicated by the health authority may also be used solely for the purpose of avoiding virus transmission
 - c. businesses are encouraged to use liquid detergents preparations that follow WHO indications
(https://www.who.int/gpsc/5may/Guide_to_Local_Production.pdf)
- The use of masks and other protective equipment (gloves, glasses, suits, ear covers, coats, etc.), in accordance with scientific and health authority provisions, are required for tasks that involve an interpersonal distance of under one metre and for which no other organisational solutions are possible
- Appropriate PPE may be adopted as part of the various internal Protocol measures implemented in a workplace. These measures, in turn, should be based on a complete risk evaluation and mapping out of the company's different activities. The use of surgical masks is foreseen for all workers sharing a common area and as otherwise regulated by Legislative Decree No. 9 (Art. 34) in conjunction with Legislative Decree No. 18 (Art. 16 c. 1).

7- MANAGEMENT OF COMMON AREAS (CANTEENS, CHANGING ROOMS, SMOKING AREAS, DRINK AND/OR SNACK VENDING MACHINE AREAS ...)

- Access to common areas, including company canteens, smoking areas and changing rooms is contingent upon constantly ventilating these spaces, limiting the time persons spend in them and maintaining a safety distance of one meter while there



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- The organisation of these spaces and the cleaning of changing rooms must be provided for in a way that workers have places for storing their work clothes. Appropriate sanitary conditions in these areas must be ensured
- Canteen areas and vending machine keypads should be cleaned daily and regularly sanitised with the appropriate detergents.

8 - COMPANY ORGANISATION (SHIFTS, COMMUTING, SMART WORKING, ADJUSTMENT OF PRODUCTION LEVELS)

Companies will be able to undertake the below measures pursuant to the DPCM of 11 March 2020, point 7, during the COVID-19 emergency period only. These measures also integrate the provisions of the national collective labour contract (contratto collettivo nazionale di lavoro - CCNL) and thus favour reaching agreements with the trade union representatives. The measures include:

- arranging for the closure of all departments other than production-related ones which can be operated via smart working or, in any case, remotely
- adjusting production levels
- ensuring a shift plan for employees involved in production with the aim of minimising contacts and creating independent, distinct and recognisable work groups
- using smart working for all activities that can be carried out at home or at a distance. In this case, social safety measures should be employed, even if exceptional in nature. Coverage of the entire company structure should be assessed and, if appropriate, any needed rotations should be implemented
- social safety measures should be given priority and comply with contractual mechanisms that generally aim to eliminate pay loss during a work stoppage (for example, the use of paid leave/permessi annui retribuiti - PAR, reduced work-hour permissions/permessi per riduzione orario di lavoro- ROL, hour banks)
- in the event that the use of the mechanisms referred to above is not sufficient, any unused leave should be taken
- all national and international business travel is suspended or annulled, even if it has already



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been agreed upon or organised.

Working at a distance continues to be encouraged, even with the gradual reactivation of activity, since it remains a useful and flexible preventive tool. In this regard, the need remains for employers to guarantee workers adequate supportive conditions (e.g. assistance in equipment use or modifying work times and breaks).

It is necessary to respect social distancing practices and this may include altering workspaces. This should be done in a way that is compatible with the nature of the company's production processes and the size of its facilities. In the case of workers who do not need special tools and/or work equipment, and who can work alone, they might be placed in specially created areas during the transitional period, for example in unused offices or meeting rooms.

Innovative solutions can be found in environments where several workers operate at the same time. This may involve repositioning workstations so there is adequate space between them or similar options.

The organisation of work can be redefined with staggered schedules that promote social spacing by reducing the number of workers present in the workplace at one time. This may also prevent the aggregation of persons during entry and exit times. More flexible hours may be required to facilitate this as well.

It is also essential to avoid any social aggregations while travelling to the workplace and returning home (commuting). This is particularly the case when public transport is used. For this reason, transport means that maintain adequate spacing between travellers should be encouraged and the use of private transport or shuttles facilitated.

9-MANAGING THE ENTRY AND EXIT OF EMPLOYEES

- Staggered entry/exit times should be promoted to minimise contact in common areas (entrances, changing rooms, canteens)
- A dedicated entrance and exit door from the premises can be established when possible and detergents and washing instructions placed there.



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10- INTERNAL MOVEMENTS, MEETINGS, INTERNAL EVENTS AND TRAINING

- Movements within the company premises must be limited to only those which are absolutely necessary and all movements should comply with company guidelines
- In-person meetings are not allowed. If these are needed for urgent reasons, and there is no possibility of using remote technology alternatives, the number of persons participating must be reduced to a minimum. In any case, interpersonal spacing must be assured as must adequate cleaning/ventilation of the space used
- All internal events and all training activities in classroom mode are suspended or cancelled, even if already organised. In any case, companies can carry out distance training, including with workers who are smart working
- Due to the ongoing emergency and force majeure, it may not be possible to complete or update vocational and/or required training linked to workplace health and safety within the time limits set by a company. This situation should not prevent persons from carrying out their health and safety roles/functions. (This includes, but is not limited to, persons dealing with emergencies, such as fires or first aid, who can continue to intervene as needed. Also, for example, a forklift operator can continue to work as well).

11 - MANAGEMENT OF A SYMPTOMATIC PERSON WITHIN THE COMPANY

- If a person in the company develops a fever and respiratory infection symptoms, such as a cough, they must immediately report it to the personnel office. At that point, the procedures established by health authorities, as well as those applying to the company premises, should be followed. The company should also immediately notify the responsible health authorities using the COVID-19 emergency numbers provided by the Region or the Ministry of Health
- The company will cooperate with the Health Authorities to define any “close contacts” of staff testing positive for COVID-19. This will allow the authorities to implement the necessary appropriate quarantine measures. During the investigation period, the company may take the precaution of asking any potential close contacts to leave the premises. This is to be done in accordance with Health Authority indications



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- At the time of self-isolation, the worker must be immediately equipped with a surgical mask if needed.

12 - HEALTH SURVEILLANCE/ATTENDING DOCTOR/RLS

- Health surveillance must continue and respect the hygiene measures indicated by the Ministry of Health (in the guidelines known as the "Decalogo")
- Preventative health visits, health visits upon request and re-entry health visits after sick leave should be given priority during this period
- Periodic health surveillance should not be interrupted just because it may be a further preventive measure or general in nature. These activities can help catch potentially suspicious cases and symptoms. They also provide helpful educational and informative opportunities which may allow the attending doctor to reduce the spread of infection
- When integrating and proposing any regulatory measures related to COVID-19, the attending doctor should cooperate with the employer and worker safety representatives (RLS/RTD)
- The attending doctor will report to the company any situations regarding particular vulnerabilities or current and past illnesses among employees, while the company needs to ensure the protection and respect of worker privacy
- The attending doctor will apply the indications of the Health Authorities. Given their role in terms of risk assessment and health monitoring, the attending doctor may suggest adopting any diagnostic means deemed useful for containing the spread of the virus and protecting worker health
- When a worker resumes activity, it is appropriate that the attending doctor be involved in cases that involve particularly vulnerable individuals or the reinsertion of workers who have had a COVID-19 infection.

It is recommended that health surveillance activity pay particular attention to vulnerability in terms of age.



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The progressive re-entry of a worker after having had a COVID19 infection requires presenting to the attending doctor a certificate indicating a negative swab test, which has been carried out according to the procedures prescribed by the responsible territorial prevention department (dipartimento di prevenzione territoriale di competenza). The attending doctor will then carry out a medical examination before the worker goes back to work. An exam may also be required following any absence for health reasons which lasts more than sixty days in order to verify suitability for a return to work (Legislative Decree 81/08 and subsequent amendments, Art. 41, Point 2, letters c and e-ter). In any case, an examination may additionally be done to assess specific risk profiles regardless of the duration of an illness-related work absence.

13- UPDATING OF THE REGULATORY PROTOCOL

- A Committee for monitoring the implementation and verification of the rules of the regulatory protocols should be set up by the company. This Committee should involve the participation of trade union representatives and the on-site worker-safety representative (RLS)
- If the system of union relationships for a particular company does afford creating a committee, a Territorial Committee will be established. This Committee will be comprised jointly of health and safety bodies, if possible, as well as the worker representative for territorial safety (RLST) and social partner representatives
- Committees may be set up at the territorial or sectoral level upon the initiative of the Protocol's signatory parties. Local health authorities and other institutional stakeholders undertaking initiatives to counteract the spread of COVID-19 should also be involved.