



April 10, 2020

Gregory S. Gallopoulos
Senior Vice President, General Counsel and Secretary
Howard A. Rubel
Vice President, Investor Relations
General Dynamics Corporation
11011 Sunset Hills Road
Reston, VA 20190

Dear Mr. Gallopoulos and Mr. Rubel,

I hope this letter finds you, your family, and colleagues healthy and safe at this uncertain time. I am writing on behalf of General Dynamics shareholders affiliated with Investor Advocates for Social Justice (formerly the Tri-State Coalition for Responsible Investment) that are interested in the company's commitment to respect for human rights.

We have been following the news about coronavirus cases at General Dynamics' Bath Iron Works (BIW) Navy shipyard and General Dynamics' corporate response. We understand that this unfortunate situation may be stressful for you and your colleagues. Like you, investors are concerned about the safety and well-being of your workforce that sustains the BIW shipyard base. We appreciate the BIW statement on adopting new CDC guidelines for face covering, and anticipate the company's more detailed guidelines set to be released shortly.

We are writing to inquire about the company's plan to ensure it is providing a safe and healthy work environment for its employees, and steps it is taking to reduce the risks of the spread of coronavirus at all of its locations, including BIW, and to adapt production expectations as needed. If General Dynamics employees are identified as essential and are encouraged to continue working and carrying out essential functions, decisive actions to protect them must be taken by the company. Otherwise, it appears almost inevitable that the spread of the coronavirus will continue throughout more of General Dynamics' facilities, endangering employees, as well as the company's operations.

On March 27th, Maine's congressional delegation sent a letter to Navy officials urging the Navy to allow BIW management to provide its workers with the same level of protection from the coronavirus that the Navy is requiring for workers at its public shipyards. Those protections include allowing workers who may be more vulnerable to severe symptoms if they contract Covid-19 to stay home from work on paid administrative leave. BIW's largest union, Machinists Union Locals S6 and S7, have repeatedly called on the company to close and put its workers on paid leave to prevent coronavirus from spreading throughout the shipyard and the community.

Investors encourage General Dynamics to respond to these concerns and act swiftly to prioritize the health and well-being of its employees. We encourage you to meet with unions and worker representatives to understand and address workers' concerns and the recommendations they have to protect worker health and safety. We encourage you to adopt appropriate management systems,

governance and oversight to ensure that protocols are being applied consistently across all of the company's operations and management is being held accountable.

As General Dynamics develops its plans, we encourage the company to adopt the following recommendations:

- Provide personal protective equipment (PPE) including gloves, masks, and other appropriate protective PPE to prevent the spread of the virus.
- Provide adequate access to hand washing stations and hand sanitizer, and sufficient break time to enable employees to wash their hands.
- Provide paid sick leave, pay to workers on quarantine who may have been exposed, and ensure that workers who may be sick or exposed do not feel pressured or forced to come to work out of economic distress. Ensure incentives offered to employees align with public health goals.
- Allow vulnerable workers to take paid administrative leave (e.g. workers with pre-existing conditions, over the age of 60, pregnant workers).
- Enable telework of any employees where this is practical given the job function.
- Provide premium pay for workers who are carrying out essential work during the crisis.
- Adjust workspaces to maintain social distance in alignment with CDC guidance and reduce production capacity as needed to accommodate this.
- Sanitize regularly and slow production to accommodate this.
- Provide information to the workforce at any location when an employee tests positive for Covid-19. Ensure relevant public health information is provided in accessible languages.
- Identify any high traffic areas that may present a risk of spreading, such as water fountains, and provide safe alternatives.
- Have staggered start times and breaks to facilitate social distancing.

Investors issued an [investor statement related to Covid-19](https://www.iccr.org/investor-statement-coronavirus-response) (<https://www.iccr.org/investor-statement-coronavirus-response>) with support from investors representing \$7.7 trillion. We hope that General Dynamics will keep these steps in mind as decisions are made which impact your employees and suppliers.

When the timing is appropriate, on behalf of the Franciscan Sisters of Allegany NY, we would appreciate the opportunity to hear your response and how General Dynamics is ensuring that the health and well-being of all its workers are prioritized.

Best,



Mary Beth Gallagher
Executive Director
Investor Advocates for Social Justice