

Moulton Bulb Company COVID 19 Company Policy

As a food supply site, it is essential that we are able to maintain business continuity and supply our customers to help ensure the nation has fresh vegetables during the COVID 19 Crisis. As a result, the business has implemented a series of temporary policies and control measures. These measures are essential to protect you, your families, and our business.

The company continue to review and monitor all guidance from the government as well as continuously re-evaluating our own risk assessments to ensure we can protect all colleagues and maintain supply to help keep the nation fed.

We hope that all colleagues will be community minded and the need to enforce these rules will not be necessary, but we will have to consider more serious enforcement if this is not the case.

COVID 19 is a highly contagious disease and whilst for some it will be a rather unpleasant cold or mild flu for many people both in the community at work, within your friends and families it could be extremely serious and even life limiting.

COVID 19 has the potential to significantly impact our business, as if we have high numbers of staff self-isolating, we will not be able to fulfil orders and help to keep the nation fed. This could have long term implications for us all.

What are we asking you to do?

We all have a role to play in keeping our colleagues, and their families safe whilst maintaining supply. As “key workers” during this crisis we are obliged to take every step possible to maintain business continuity and supply.

1. Make sure you brief colleagues on the key changes regarding social distancing & hygiene.
2. Set the example – make sure you are following the company guidance / rules.
3. If you see colleagues not following the company guidance / rules, please speak with them and explain why it is so important.
4. Make sure that operating procedures and processes standards are maintained.
5. Act responsibly ensure you support colleagues with regards to self-isolation if they have any symptoms.

These policies and changes will remain in effect until further notice

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Moulton Bulb Company Colleague Hygiene & Site Rules COVID 19

To ensure we protect all colleagues, their families and the more vulnerable within our communities we are asking all colleagues to take the additional steps linked to the outbreak of COVID 19.

1. All colleagues will be required to **complete a COVID 19 return to work** questionnaire in **addition** to the existing site screening requirements. This process should be followed after **ANY** absence for illness to take care of a family member, on returning to site. If any questions answered yes, they must be asked to continue to self-isolate at home. **The manager** is responsible for ensuring the form is completed and reviewed before colleagues return to work and reporting ALL absences to HR including holiday. Where possible forms should be issued and completed electronically.
2. All colleagues are being asked to **self-isolate following the government guidance** <https://www.gov.uk/coronavirus> if they (7days) or a member of their family (14days) , or if they have been in close contact with someone displaying symptoms:
 - a. A new continuous cough
 - b. Fever or high temperature

We are aware that there are some new symptoms being linked to COVID 19 such as:

- a) Loss of smell or taste
- b) Nausea / sickness (covered with our current company rules)
- c) Diarrhoea (covered with our current company rules)

As a general guide colleagues should not be at work if they feel unwell and have any of the above symptoms.

In addition, any colleagues returning to work after a period of travel to a country not on the approved government travel lists will be required to follow the latest government guidance in relation to self-isolation.

3. **Wash Hands / Utilise Sanitisers** – target of every 30 mins but as a min before and after every break and everytime you have used a tissue, touched your nose or face.
 - a. Wash your hands with soap for a min of 20 seconds
 - b. Make sure you wash between your fingers, your nails and up to your wrists
 - c. Utilise sanitisers every time you walk past one & if you have used a tissue
4. **Practise Physical Distancing** always (at work & at home). This is essential to help us reduce the spread of the disease and protect each other. Colleagues should aim to **keep 2m apart** during all breaks and rest periods. To support this the company have provided additional seating and facilities across the site and change the shift break profiles to reduce numbers. **If you have any concerns these should be notified to Chris Woodrow immediately.**
5. **Increased Cleaning** all areas of the business will require higher levels of hygiene during this pandemic. Please ensure that the required cleaning in your areas is conducted at the required frequency, with the correct product and records kept. This is particularly important for all shared devices such as touch screens, phones, tablets etc. **If someone goes of sick with suspected COVID 19 their areas must be deep cleaned before anyone returns to work in that area. Please contact HR & Chris Woodrow to arrange.**

6. **Utilise COVID 19 PPE** certain areas / roles will be required to wear additional protective clothing such as visors, masks, or gloves. Please ensure that these are being worn correctly, cleaned as required and are checked daily and **recorded in the line start up checks in the comments section**. Colleagues wearing their own masks should ensure these are changed and washed daily and they should not touch their mask or face whilst in the product area.

Moulton Bulb Company additional Site Hygiene requirements during COVID 19

The company are committed to providing additional hygiene steps to protect colleagues when on-site. These measures are designed to provide further support, but the most important activity is for **ALL Colleagues to ensure they are washing their hands and utilising sanitiser frequently.**

Detail of the additional steps, frequency and activities can be found in the COVID 19 Risk Assessment file attached in PODIO in the contact surfaces risk assessment. All area managers will have been notified of the additional requirements in their areas along with the associated policy, SOP & HIC requirements.

Colleague Facilities:

The shared facility areas such as the canteen, bathroom facilities will be cleaned continuously whilst in use (across all shift patterns). The continual cleaning will include:

1. Tables, & chairs
2. Door handles and banisters rails on stairs
3. Microwaves
4. Vending machines
5. Bathroom facilities
6. Clocking in Machine
7. Holiday Booking Computer

All these areas will also receive a daily deep sanitising clean from the company contractors. The company has reviewed all cleaning products to ensure they are effective against COVID 19.

In addition, the company have provided additional chairs, an outdoor rest area (car park), and additional space in the smoking area to help ensure that colleagues can practise social distancing (2m apart). Additional hand washing stations have also been provided across the site.

Area Hygiene & Cleaning:

The company contract cleaners have been asked to increase the frequency of cleaning with attention being paid to surfaces that colleagues regularly come into contact with, and additional cleaning equipment and products have been provided to enable colleagues to clean during shift.

Contamination Risk:

If a colleague is confirmed as having to self-isolate because of they a member of their close family are showing symptoms the area manager must immediately notify HR and arrange for their workstation to be deep cleaned. This will include all work surfaces including keypads, computer screens and phones. The area should NOT be used by another colleague until this has taken place.

Area Manager COVID 19 Hygiene Responsibilities

The relevant area managers are responsible for providing resource, ensuring they have had the required training to the relevant HIC cards and that the cleaning during shifts is carried out at the required frequency.

The company have pulled together a detailed risk assessment of ALL contact surfaces which is attached to PODIO in the COVID 19 RA file, and tab Covid 19 Contact Point BC RA. This document details the product, frequency, responsibility, and the required records of activity. It can be filtered to enable you to easily identify your responsibilities.

In addition to this HIC cards have been created for cleaning visors and contact surfaces – all colleagues who are required to conduct this activity must have received training and complete a training register.

All documents can be found in the COVID 19 file in PODIO in the business continuity app.

All area managers are responsible for reviewing the specific COVID 19 cleaning activities in their area and if they identify additional requirements immediately contacting Chris Woodrow so this can be assessed and added to the company plan.

All area managers are responsible for ensuring colleagues working in their areas follow the company COVID 19 rules with attention paid to hand washing and sanitising.

Area Manager COVID 19 PPE Responsibilities

The area manager is responsible for ensuring that all colleagues that are designated as requiring PPE for COVID 19 follow the requirements. These items should be included in the line start up checks and recorded as being present and intact in the comments section with a time & initials of the supervisor who has checked.

The area manager is also responsible for ensuring that all PPE is changed or cleaned at the required frequency. This is particularly important for all visors and masks that are issued by the company.

Moulton Bulb Site Visitor Policy

Following the government advise we are with immediate effect stopping all non-essential visitors from coming onto site. The company will maintain and issue a list to the gatehouse and office reception. If the contact is not on the list, they cannot be admitted without approval from the technical team.

Anyone entering the site, and this includes all delivery drivers, hauliers and regular contractors must complete the COVID 19 Health Questionnaire or company COVID 19 Declaration and have that reviewed BEFORE they are allowed on-site. If you have any questions, please contact a member of the technical team before you admit them onto site.

Anyone entering the site must wear a face mask when they are outside of their vehicle.

No visitors, hauliers, contractors etc are permitted to use the company canteen, office areas, bathroom facilities whilst on site. A temporary bathroom facility has been made available.

1. STOP – check the visitor is authorised for access to site
2. CONTACT VISITOR HOST – they collect and accompany them when on-site
3. REVIEW:
 - a. COVID 19 Health Questionnaire
 - b. Company Visitor Questionnaire
 - c. COVID 19 Site Rules for Visitors
4. IF ANY DOUBT – contact a member of the technical team

If the visitor has answered yes to any questions, they will not be permitted to enter the site or return to work without a period of isolation. If you suspect your visitor may have symptoms of COVID-19 they must leave site immediately and contact NHS 111

All visitors are to be met at the gatehouse or reception area by their host. It is essential that the host ensures that all the paperwork is completed, signed and the site rules are explained when this is not practical the gate house staff must review the documentation and ensure the site rules have been understood

Moulton Bulb Company Management of Agency Cover

All agency providers have been asked to provide evidence of their COVID 19 management plans. **HR should have a copy of these on file for each agency provider & this should include the company COVID 19 Declaration found in appendix 2 of this document.** Moulton Bulb Company require all agency providers to demonstrate that they are screening colleagues after all absence.

All agency staff must complete the Moulton Bulb Company COVID 19 return to work questionnaire BEFORE they begin work on-site. Records should be submitted and kept on file. The relevant shift manager is responsible for ensuring that this has taken place

Key Role Cover

The company has a matrix of cover in place. Due to high risk of multiple absences this has been expanded to ensure that all key roles identified have at least two colleagues who will receive training to enable them to provide cover. Due to the nature of COVID 19 the business will have to have a reasonable amount of flexibility with regards to cover. The risk is continuously discussed and reviewed by the senior management team in the company COVID 19 Crisis meetings.

Inductions

All new starters should have received the company induction and assessment. Where possible this is taking place prior to starting employment and utilising remote training platforms. HR are responsible for co-ordinating this for all new starters.

Training

There has been some initial disruption to the company routine training requirements during the months of March & April however this should now be fully re-instated using the following techniques to reduce the risk for COVID 19:

- a) Remote training webinars – colleagues allocated time to attend remote training sessions using company computers, & tablets in locations that ensure 2m distancing is always maintained. **The last step of every session should include the cleaning down of all devices using the designated product and methods.**
- b) Face to face training – visor face shields used by both individuals and this should also only take place on a 1 / 2 / 1 basis. This also applies to the of translators.

Please ensure when training is allocated to colleagues working in your area that you support the process and those based on site help provide working spaces and equipment for colleagues to use.

Frequently Asked Questions:

I have colleagues that need to self-isolate what will they get paid?

The company have agreed to pay all colleagues that have worked for the company for 3 months of more for 1 period of COVID 19 absence at full pay. Any colleague who is concerned should be asked to contact and speak with the HR team. The company is committed to supporting colleagues through this process.

I have a colleague who wants to wear their own face mask – or they want to know why we are not issuing face masks? *The company continually review the latest government & scientific advice with regards to PPE for COVID 19 protection. Colleagues can wear their own masks – however these must be free from foreign bodies, be changed regularly dependent on the manufacturers guidance or washed daily. They must also not adjust or touch with their hands when working in the production area.*

A colleague arrives at work with mild symptoms what should I do?

Immediately ask them to go home and self-isolate. Inform HR who will contact them and agree the next course of action.

I notice that some colleagues are working from home why is that when others must be on-site?

Some colleagues have been asked to work away from site. This is to reduce the risk to all of us by reducing the number of people coming onto site, using facilities, and mixing with other colleagues. This will be role dependent and is in line with the government advise.

What additional steps is the company taking about hygiene? *The company have changed all contact surface cleaning products to increase the effectiveness against the COVID 19 Virus. We have increased the frequency of cleaning in all areas but especially communal areas - this also includes a daily deep clean disinfection. The company have also increased access to hand washing and sanitiser across the site – frequent hand washing is still the best form of protection for everyone.*

Colleagues want to understand about the implications for holidays. *Colleagues can still take holiday – however we ask them to follow the government advise which currently advises against all but essential travel inside and outside of the UK. Holidays do not count as essential travel. Colleagues can also cancel holiday and plan to take later in the year if they would prefer. Colleagues can also take holiday if they are self-isolating.*

APPENDIX

Moulton Bulb Company COVID 19 Return to Work Questionnaire

In response to the ongoing threat posed by the coronavirus COVID-19 Moulton Bulb Company require all staff returning from **ANY** absence to complete the following health questionnaire prior to returning to work.

You must also complete the standard site return to work assessment in addition to this

| | |
|----------------------|----------------------------|
| Name: | Date: |
| Area of Work: | Reason for Absence: |

| No. | Question | Yes | No |
|-----|--|-----|----|
| 1 | Have you been in contact with anyone diagnosed with COVID-19? | | |
| 2 | Have you been in close contact with anyone suffering from the following symptoms detailed within the last 14 days? | | |
| 2a | Dry cough | | |
| 2b | Shortness of breath | | |
| 2c | Fever | | |
| 2d | Loss of taste or smell | | |
| 3 | Are you currently knowingly suffering from a fever in excess of 37.2C? | | |
| 4 | Are you currently taking any medicine that may be suppressing a fever e.g. paracetamol, ibuprofen, aspirin? | | |
| 5 | Are you currently suffering from any of the following symptoms? | | |
| 5a | Dry cough | | |
| 5b | Shortness of breath | | |
| 5c | Fever | | |
| 5d | Loss of taste or smell | | |
| 6 | Have you or a member of your close family travelled outside of the UK in the last 14 days? | | |
| 7 | If yes, where have you been (include transited airports/terminal): | | |

| | |
|--------------------------|--|
| Signature | |
| Manager Signature | |

| | |
|---------------------------------|-----------|
| Approved return to work? | |
| YES | NO |

Moulton Bulb Company
Essential Visitor Health Questionnaire: COVID-19

Please consult the essential visitors list for further guidance.

You MUST sanitize your hands prior to completing this questionnaire

In response to the ongoing threat posed by the coronavirus COVID-19 Moulton Bulb Company requires all essential site visitors to complete the following health questionnaire prior to entering the site beyond reception or the gatehouse.

You must also complete the visitor questionnaire if you are entering any production or operational areas.

| | |
|------------------|-----------------|
| Name: | Company: |
| Visiting: | Date: |

| No. | Question | Yes | No |
|-----|--|-----|----|
| 1 | Have you or been in contact with anyone diagnosed with COVID-19? | | |
| 2 | Have you been in close contact with anyone suffering from the following symptoms detailed within the last 14 days? | | |
| 2a | Dry cough | | |
| 2b | Shortness of breath | | |
| 2c | Fever | | |
| 2d | Loss of taste or smell | | |
| 3 | Are you currently knowingly suffering from a fever in excess of 37.2C? | | |
| 4 | Are you currently taking any medicine that may be suppressing a fever e.g. paracetamol, ibuprofen, aspirin? | | |
| 5 | Are you currently suffering from any of the following symptoms? | | |
| 5a | Dry cough | | |
| 5b | Shortness of breath | | |
| 5c | Fever | | |
| 5d | Loss of taste or smell | | |
| 6 | Have you or a member of your close family travelled outside of the UK in the last 14 days? | | |
| 7 | If yes, where have you been (include transited airports/terminal): | | |

| | |
|------------------------|--|
| Signature: | |
| Host Signature: | |

| | |
|--------------------------------|-----------|
| Approved to enter site? | |
| YES | NO |

Moulton Bulb Essential Visitor / Contractor Site Rules & Hygiene Requirements for COVID 19

The company need to protect our colleagues during the COVID 19 outbreak. As a result, the company canteen and toilet facilities are not available for recreational use to any site visitors. A temporary visitors bathroom facility has been provided at the bottom of the stairs to the canteen. Visitors should use their vehicles or leave the site to eat and drink. **All visitors will need to leave the site to smoke.**

During the COVID 19 outbreak the site are being proactive about social distancing wherever possible. We ask that all visitors respect this policy and observe a 2m distance from all colleagues.

Please always wear a face mask when moving around the site outside of your vehicle. These can be your own or a company provided alternative.

During the COVID 19 outbreak we are asking all colleagues and visitors to increase hand washing and sanitising whilst on site. The company have provided additional hand wash stations across the site. We ask that all visitors follow this practise with a guide of every 30 mins.

- 1. NO ACCESS TO COMPANY SMOKING, CANTEEN OR BATHROOM FACILITIES**
- 2. PRACTISE SOCIAL DISTANCING (2m APART FROM ALL COLLEAGUES)**
- 3. WEAR A FACE MASK**
- 4. HAND HYGIENE – WASH HANDS FREQUENTLY OR USE A SANITISER (every 30 mins)**

These are in addition to the company standard site rules that will also be maintained.

| | |
|---------------------------------|--|
| Signature: | |
| Visitor Host Signature : | |
| Date of Visit: | |

Moulton Bulb Company Temporary Worker Provider COVID 19 Declaration

As a labour provider to Moulton Bulb we agree that we will have:

- a) Ensured all staff provided have been screened daily regarding COVID 19. This must include a symptom checker and record of this having taken place signed by the member of staff.
- b) Will notify Moulton Bulb Company if any staff that have been on-site subsequently show symptoms or must isolate due to potential exposure.
- c) Have trained all staff and have records of this training on the requirements for:
 - a. Social Distancing – both whilst at work & at home
 - b. The importance of Hand washing – following the government 20 second guidance
- d) Will provide suitable transport and accommodation solutions that enable staff to follow the social distance requirements as set out by the UK Government.
- e) Will have ensured all staff have received the MBC induction which includes specific guidance around our COVID 19 requirements.
- f) Will support staff in getting tested linked to the government key workers testing provision.

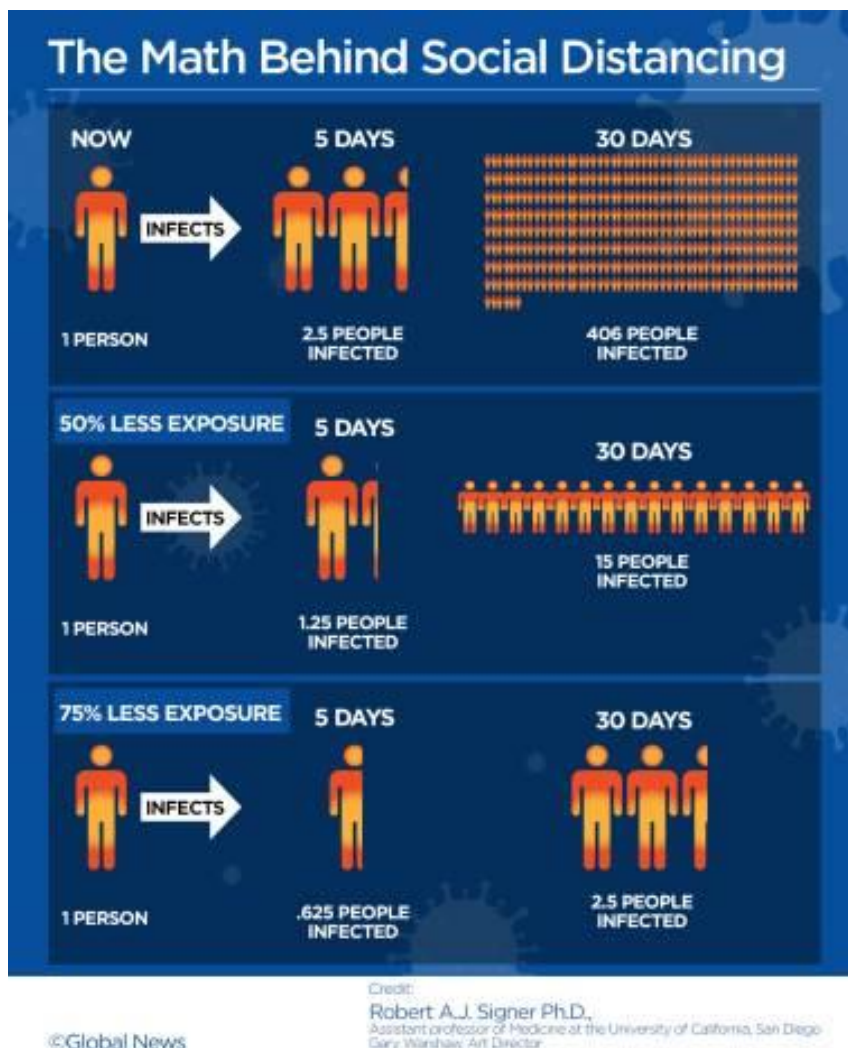
| | |
|---------------------------------|--|
| Signature: | |
| Printed Name & Role: | |
| Date: | |

What is Social / Physical Distancing?

<https://www.gov.uk/government/publications/covid-19-guidance-on-social-distancing-and-for-vulnerable-people>

- Avoid contact with someone who is displaying symptoms of coronavirus (COVID-19). These symptoms include high temperature and/or new and continuous cough
- Avoid non-essential use of public transport when possible
- Avoid large and small gatherings in public spaces, noting that pubs, restaurants, leisure centres and similar venues are currently shut as infections spread easily in closed spaces where people gather.
- Avoid gatherings with friends and family who you do not live with. Keep in touch using remote technology such as phone, internet, and social media
- **Avoid sharing vehicles with people other than people you live with.**
- Use telephone or online services to contact your GP or other essential services
- Everyone should be trying to follow these measures as much as is practicable.

Why is it important?



https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/874281/COVID-19_easy_read.pdf

