











H&S CONTROL MEASURES - CONFIRMATION

Process/Activity: CORONAVIRUS (COVID-19)

Review / Date	General Manager-Site H&S	Managing Director
Created / 26 05 20	Paul Burniston / 	Jim Casey / 
Review 1 / 01 06 20	Paul Burniston / 	Jim Casey / 
Review 2 / 01 07 20	Paul Burniston / 	Jim Casey / 
Review 3 / 01 08 20	Paul Burniston / 	Jim Casey / 
Review 3 / 01 09 20	Paul Burniston / 	Jim Casey / 

Hazard

CONTRACT VIRUS

Proximity Spread of the Coronavirus (COVID-19). Virus transmission from person-to-person ie by breathing-in the droplets from people infected

Virus transmission by touching contaminated surfaces and then touching own eyes or mouth

Symptoms may include a new persistent dry cough, fever, high temperature, runny nose, headache, dyspnoea, fatigue, sore throat, recent loss of taste, recent loss of smell

Symptoms/Contracted Virus/Self-Isolation for 7 days and people who live with others must self-isolate as a household for 14 days from the day when the first person in the house became ill. If anyone else in the household starts displaying symptoms, they need to stay at home for 7 days from when the symptoms appeared, regardless of what day they are on in the original 14-day isolation period

Travel Communication daily review of countries people have arrived from re self-isolation

Subject/Risk	Control Measures - Confirmed
<p>1) Pandemic Response Team</p>	<ul style="list-style-type: none"> • Policy: Pandemic Response Team (PRT) – MD, Director-F&IT, GM-Site H&S, GM-HR • Risk assessments: all departments and areas of the Site • Site-specific plans, policies and procedures: detail how management/colleagues should behave and the precautions they must adopt during the pandemic to keep everyone safe includes "Safer-together" • Coronavirus Response booklet issued to all colleagues • Return to Work induction and Site Tour: all colleagues and stakeholders • Shift Marshalls: appointed to support supervision to ensure all colleagues, visitors and stakeholders adhere to procedures • Zero-tolerance to non-adherence to procedures
<p>2) Preventative Material Inventory</p>	<ul style="list-style-type: none"> • Procedure: Preventative Material Inventory • Stocks: increased and controlled levels of stock, including buffer stock for supply of soap, disinfectant solution, hand sanitiser (60% alcohol-based), paper towels • Procedure: Testing: pre-shift screening for all colleagues and visitors prior to site entry • Procedure: Testing: non-contactable thermometers on-site for colleagues, visitors and stakeholders' screening • Procedure: Testing for COVID-19 – tests for all colleagues to confirm contracted virus plus antibody test (external service provider) • Procedure: Testing for COVID-19 – "Just cause" tests to confirm contracted virus (external service provider)
<p>3) Personal Protective Equipment</p>	<ul style="list-style-type: none"> • Procedure: PPE • Offices: no mask; Shop Floor/Labs: mandatory mask; Close Working: mandatory mask, gloves, shower-proof coverall • Stocks: increased and controlled levels of PPE stock, including buffer stock • Procedures: communicated procedures to all supervisors, colleagues and stakeholders
<p>4) Disinfection Measures & Personal Hygiene</p>	<ul style="list-style-type: none"> • Procedure: Testing: Pre-shift screening for all colleagues and visitors prior to site entry • Procedure: Disinfection & Hygiene - clean-down of all shared locations, equipment, high-touch equipment and surfaces Disinfected Site prior to colleagues returning to work • Increased disinfection facilities and hygiene practices • Handwashing Facilities: increased across the Site • Handwashing Facilities: troughs and cleaning materials at entrances to Factories, plus signage • Handwashing and Hygiene: information posted in toilets and notice boards, including briefings to colleagues

	<ul style="list-style-type: none"> Communal Facilities: removed microwaves, fridges, toasters, removed cups from watercoolers. Personal items to be kept in locker or desk Clean-Down Procedure: colleagues on return home
5) Deep-Cleaning and Disinfection Procedure	<ul style="list-style-type: none"> Procedure: Disinfection & Hygiene (Deep Cleaning): to be triggered in response to confirmed or suspected Covid-19, and breach of protocols Cleaning Contractor: reviewed procedures, increased frequency and enhanced cleaning regimes in line with risk assessments, reviewed standard operating procedures, cleaning stock availability, auditing and reporting
6) Inbound Parts/Materials/Packages	<ul style="list-style-type: none"> Procedure: Deliveries, incoming supplies Deliveries and driver controls
7) Risk Assessments and Layered Audits	<ul style="list-style-type: none"> Procedure: Testing (temperature). Compliance and reportable incidents, monitored daily Risk Assessments: reviewed weekly by supervision and updated as required (note daily audits) Layered Audits: Supervision Daily Audits: Shift Marshalls Audits Review: daily and weekly by General Manager-Site H&S Procedures: reviewed daily and weekly by Supervision and Site H&S General Manager Site Walkabout: Managing Director, Director, Site H&S General Manager, General Manager HR Risk Assessments: vulnerable/shielded colleagues, risk assessment prior to return to work
8) Isolation Procedure & Training	<ul style="list-style-type: none"> Procedure: Isolation First-Aiders: Isolation Procedure trained Procedure: Isolation - communicated to all supervisors, colleagues and stakeholders to isolate if a colleague is symptomatic on-site, communication to other colleagues, and implementation of Procedure: Disinfection & Hygiene (Deep Cleaning)
9) Social Distancing Procedure	<ul style="list-style-type: none"> Procedure: Social Distancing Signage & Markings: Social Distancing – 2m distance Designated access/egress: to offices and factories (external and internal systems) One-way walking systems: within all areas, if feasible; PPE and screens in place where 2m cannot be maintained Work Stations, Amenity/Communal Areas, Meeting Rooms: removal of non-essential work and facilities, changes to working practices and breaks to observe social distancing wherever possible. PPE and screens in place where 2m cannot be maintained Shift Patterns and Breaks: adjusted to facilitate social distancing. Monitoring of high-traffic area use and to regulate access as necessary Travel and Visits: overall ceased with only essential travel and visitors authorised by the Managing Director

	<ul style="list-style-type: none"> • Vulnerable Colleagues: contacted to stay at home in line with Government and medical advice • Homeworking, implemented, wherever feasible • Meeting: face-to-face meetings wherever possible replaced with video or telephone conferencing programs / invested in MSOffice etc • Car Travel: two people per car re travel to/from work, controlled by supervision and Shift Marshalls • Bike to Work Scheme: promoted to provide an alternative to car sharing
10) On-Site Health Screening	<ul style="list-style-type: none"> • Procedure: Testing. Pre-shift screening for all colleagues and visitors prior to site entry • Procedure: Testing. Non-contactable thermometers on-site for colleague, visitor and stakeholders' screening • Reports of Confirmed/Symptomatic Covid-19: Training of supervisors and HR team who receive enquiries or reports of symptomatic colleagues and how to manage any cases
11) Self-Isolation and Return to Work Procedure	<ul style="list-style-type: none"> • Procedure: Self-Isolation • Self-Isolation Communication: booklet, notices, colleague website portal – for all colleagues and stakeholders
12) Homeworking	<ul style="list-style-type: none"> • Procedure: Homeworking – measures to support mental and physical health and personal security • DSE Assessments • Information: "Wellbeing" – information available on Nifco website colleague portal • Contact: regular contact by line leader may include video or telephone conferencing
13) Communication	<ul style="list-style-type: none"> • Pandemic Response Team (PRT) oversee communications, information located in central folder (I:Drive (PRT access)) • Risk Assessments: all departments and areas of the Site, reviewed • Site-Specific Plans, Policies and Procedures: detail how management/colleagues should behave and the precautions they must adopt during the pandemic to keep everyone safe • Return to Work Induction and Site Tour: all colleagues and stakeholders • Shift Marshalls: appointed and trained to support supervision to ensure all colleagues, visitors and stakeholders adhere to procedures • Layered Audits and Reporting: overseen by General Manager-Site H&S and Managing Director • Promotion and Communications of Government Updates: to all colleagues (Public Health England at gov.uk, www.stopsuicidenc.org, nhs.uk, websites); site signage and booklets to inform on identification of Coronavirus symptoms, self-isolation, and procedures • Communications – "Safer-together" Booklet: issued to all colleagues and on Nifco website colleague portal – link and password issued to all colleagues • Communications – "Wellbeing": on Nifco website colleague portal – link and

	<ul style="list-style-type: none"> password issued to all colleagues Consultation: all colleagues, H&S Committee, Union Representatives, Works Council Pilot Scheme and Tour – Pre-Return to Work: cross-section of the workforce plus Works Council and Union Representatives – all feedback positive and communicated on the Nifco website colleague portal Colleague Suggestions for Improvement: via POP cards or direct to line leader/HR Department
<p>14) Colleague Training</p>	<ul style="list-style-type: none"> Pandemic Response Team: all Covid-19 policies and procedures Management – all Covid-19 policies and procedures Auditors and Shift Marshalls – procedures and audits Colleagues - Procedure: Disinfection & Hygiene Health Screeners, Supervisors and First-Aiders – all policies and procedures First-Aid: Government advice for first-aiders regarding social distancing, PPE Cleaning Contractor – cleaning regimes Colleagues - Return to Work Induction and Site Tour: re all Covid-19 policies and procedures Disinfection & Hygiene, Handwashing, Social Distancing: all colleagues and stakeholders PPE: guide for use