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**1. Policy Brief and Purpose**

This company policy has been drawn up to raise awareness of the steps that can be taken and includes the measures the Company is actively taking to mitigate the spread of the virus throughout the workplace. All Employees, Visitors and Contractors are requested to follow all these rules diligently, to sustain a healthy and safe workplace in this unique environment. It's important that everyone acts responsibly and transparently to these health precautions. CAPS CASES will always treat an employee, visitor or contractor's private health and personal data with high confidentiality and sensitivity.

This coronavirus (COVID-19) company policy is susceptible to changes with the introduction of additional governmental guidelines.

**2. Scope**

This coronavirus policy applies to all Employees, Visitors or Contractors who come to our sites. We strongly recommend that our employees working from home read through this action plan as well, to ensure that we collectively and uniformly respond to this challenge.

**3. Policy Elements**

The required actions employees should take to protect themselves and their co-workers from a potential coronavirus infection are highlighted below.

**A. Time off arrangements**

- Anyone who displays any symptoms of
  - a high temperature,
  - a new, continuous cough
  - a loss of, or change to, your sense of smell or taste

should remain at home and will need to self-isolate for 7 days. They may request sick leave or work from home (if possible).

- If a member of your family displays any symptoms, the whole household will need to self-isolate for 14 days. The employee may request sick leave or work from home (if possible).
- Anyone with a positive COVID-19 diagnosis, can return to work *only after* they've fully recovered, with a doctor's note confirming recovery.
- Anyone who has been in close contact with someone infected by COVID-19, with high chances of being infected themselves, can request sick leave or to work from home (if possible). They are also requested not to come into physical contact with any colleagues during this time.
- Where possible a parent who is required to stay at home with their young children can request to work from home. Follow up should be with the Manager or Departmental Leader to make arrangements and set expectations.
- Anyone required to provide care to a family member infected by COVID-19 can request to work from home (if possible). They are only permitted to return to work 14 calendar days after the family member has fully recovered, provided that they're asymptomatic or have a doctor's note confirming that they don't have the virus. They are also requested not to come into physical contact with any colleagues during this time.

<b>CAPS CASES</b>	<b>Coronavirus (COVID-19) Company Policy</b>	<b>Jun 2020</b>	<b>Rev: 01</b>
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- Anyone who has recently returned from outside the UK (excluding Ireland, Isle of Man and Channel Islands) must self-isolate for 14 days and return only if fully asymptomatic. They are also requested not to come into physical contact with any colleagues during this time.

**B. Travelling/commuting measures:**

- All work trips and events – both domestic and international – will be cancelled/postponed until further notice.
- In-person meetings should be done virtually where possible, especially with non-company parties.
- Anyone who normally commutes to the workplace by public transportation and does not have other alternatives must follow the Government guidelines.

**C. General hygiene rules:**

- Everyone should wash their hands often, following the [20-second hand-washing rule](#). They should also use the sanitizers that are available around the workplace.
- Cough/sneeze into your sleeve, preferably into your elbow. When a tissue is used, it must be discarded properly and hands cleaned and sanitized immediately.
- Windows should be open where possible to ensure good ventilation but adhering to BRC requirements.
- Avoid touching your face, particularly eyes, nose, and mouth with your hands to prevent from getting infected.
- If coughing/sneezing on a regular basis, avoid close physical contact with co-workers. If cough persistent may require self-isolation.

**4. Responsibilities**

**a) Managers' responsibilities**

We expect all Senior Managers, Team Leaders, Supervisors and the Health and Safety team to comply with and uphold arrangements and procedures implemented.

**b) Employees/Visitors/Contractors responsibilities**

All employees/visitors/contractors are responsible for notifying the company immediately if they have any Coronavirus symptoms or live with someone who has the symptoms and to stay at home if necessary.

**5. References**

<https://www.nhs.uk/conditions/coronavirus-covid-19/symptoms/>

<https://www.gov.uk/coronavirus>

<https://www.gov.uk/government/publications/covid-19-stay-at-home-guidance>

<https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19/factories-plants-and-warehouses>

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