

COVID-19 Update for UK Employees | 04/04/2022

Update to business response to Coronavirus

Over recent weeks we have seen high numbers of positive cases of Coronavirus, both nationally and in our business. However, thanks to the success of the vaccination programme, the number of hospitalisations has been limited and we are moving into a stage of managing the virus like other respiratory infections.

In line with this, the Government has provided updated guidance for England, detailing the actions people should now take to reduce the risk of catching COVID-19 and passing it on to others. The free availability of lateral flow tests has now also been largely withdrawn.

The RRT has discussed this and we are asking our operations in England to follow the guidance as laid out below. *[Note: for our sites in Wales, please continue to follow local requirements]*

1. If you have symptoms of Coronavirus:

- The Government has updated the list of symptoms and the full list can be accessed [here](#). The list continues to include a high temperature, a new, continuous cough, plus loss or change to sense of smell or taste.
- Stay at home and avoid close contact with others, until you no longer have a temperature or feel ill

2. If you test positive for Coronavirus:

- Stay at home and avoid close contact with others for five days after the day you took the test
- You can return to work five full days after your positive test
- Avoid those who are considered to be at higher risk of becoming seriously unwell, for 10 days after the day you took your test

3. If you are a close contact of someone with Coronavirus:

- Avoid those who are considered high risk
- Limit close contact with others outside your household, particularly in crowded, enclosed or poorly ventilated spaces
- Wear a well-fitting face covering when in public spaces or if you need to have close contact with others

4. Safe behaviours should still be followed:

- Ensure you are fully vaccinated and get any boosters available to you
 - In particular, the Government has highlighted the importance for those who are pregnant be vaccinated
- Ensure good ventilation in indoor spaces including workplaces and offices – use CO2 monitors in meeting rooms where available
- Good hygiene practices, such as regular handwashing and sanitisation of communal areas
- Continue to make use of digital meeting platforms where face to face isn't essential

Employee Assistance Programme

Free, confidential support and counselling available for all employees

If you're worried about a work, family or personal issue then the Employee Assistance Programme can help, 24/7.

Support with everything from consumer rights to bereavement, depression & anxiety to childcare.

Visit www.lifestyle-support.co.uk (username: cemex / password: cemex) or call 0808 1682143

5. Consider wearing a face mask:

- When case numbers are high
- If you are in close contact with someone deemed to be at higher risk
- If you have been in close contact with someone who has tested positive
- In crowded and enclosed spaces

Note: face coverings should be well fitting and 2ply or 3ply wherever possible

Additionally:

- Positive cases amongst the workforce should still be recorded via the dedicated online form, accessible [here](#)
- People at high risk from the virus should continue to follow their specific medical advice
- There is no longer a requirement for employees to routinely take a lateral flow test twice a week
- Minimise meetings indoors or sharing of vehicles where possible
 - Ensure these spaces are well ventilated

If you have any questions about the above guidance, please speak to the Health and Safety team. Any additional specific requirements for our sites and workplaces will be communicated by local management.

Thank you for your continued commitment to keeping your colleagues and families safe.



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