

COVID-19 Group Update

Dear all,

It would appear that the World Health Organisation's warning that the number of COVID-19 cases will double if countries do not uniformly work to suppress the virus' spread is starting to become a reality as a second wave firmly establishes itself across Europe and the US.

How will the COVID-19 pandemic will reshape our world, whether at home or at work, no one knows. Of course, the sense of unknown challenges our feeling of control so at times like this it is good to focus on what we do know...

What we know...

1. Restrictions are increasing across Europe for socialising outside of work (limiting households mixing inside)
2. These restrictions do not apply to places of work as social distancing rules are well established
3. Governments in all countries are reinforcing the importance of masks, washing hands and maintaining social distance
4. Any COVID infection cases amongst our people have been caught outside of work
5. Like Colart, other companies are concluding that remote working is here to stay
6. When we take a global picture, whilst we have to make, a few adjustments as Dennis communicated in the Townhall today, Colart is performing
7. We having some amazing brands valued by our consumers (you will have heard from Thierry at the Townhall about the wonderful history of LB in its 300th year)

By focusing on what we know, we can build a mindset of resilience to be able to deal with the stress, pressure and challenges of life we currently face. Staying connected by communicating openly and working together will also help us to retain the feeling of family in Colart that many of you talked about in your survey responses. Please keep this sense of collaboration going and about the survey conducted during the summer...

The survey results are just the start...

Last time we summarised the result of the survey and whilst it is good to see some improved results, this is not where we stop.

Our next step is to really delve into understanding the results and we will do this by: -

1. Exploring the results through **local** discussions to understand what you are really saying
2. Identifying actions to be taken whether locally or globally

3. Prioritising the actions that will make a difference

For this step we welcome your support – if you are interested in being part of the solution by leading a discussion with a group of your colleagues, please let me know and you will be given a framework to follow. This input will then form part of our action plan for 2021.

One topic that we see from the survey is important to you is the commitment to drive the sustainability agenda in Colart. This insight is aligned to a growing focus around the world in relation to sustainability as a result of COVID – there are reports showing that people have been committing to more sustainable lifestyle choices during lockdown whether from changing their diets to going plastic-free.

As the saying goes “*champions are made when no-one is looking*” and success comes from what is going on behind the scenes – this is what make the differences. If you have made a lifestyle change in your approach to sustainability, tell us about it and why it is important to you....post on the wall or email people@colart.com and it would be good to share how what we are each doing.

A uniform approach at Colart

In the last update we also talked about the importance of everyone in Colart working together to ensure that we too have a uniform approach. In response several you said how necessary it is to reinforce these points – so here they are again in summary: -

As a reminder this is:

1. Stay connected
2. Limit use of public transport
3. Follow safety protocols
4. Take responsibility self and others

As always, **STAY SAFE** - please take care of yourself (in **all** ways), get creative (remember the Wall and the Think Tank if you have some good ideas to share and keep talking to us using all routes available to you.

1. Your line manager
2. Your local HRBP
3. The Q&A platform on the intranet

With a combined mindset of resilience and determination, the Colart Family will continue to successfully navigate together any challenges thrown at us.

Regards,



Jane Beeston

Chief People Officer