

# COVID-19

## *Group Update*

Dear all,

I hope you all managed to watch the Town Hall on Monday to celebrate International Women's Day. This Town Hall kick-started our commitment to creating an inclusive culture in Colart.

This is particularly relevant as research around COVID-19 across the world has shown a strong association between race, ethnicity, culture, socioeconomic status and the health outcome for the individual. Focus is now being given to reviewing factors that negatively influence health outcomes within the underserved minority communities. This call to action must take place in Colart too, to ensure against any visible or invisible inequality that negatively impacts our desire to create an inclusive culture for all. There is a lot to do and we need your support, hence our desire to make our intentions clear.

### ***Vaccinations are rolling out ...***

The need for clarity also links to implications for Colart with regard to the global vaccination programme that is really taking shape across the world. We would therefore like to confirm the principles that we will be applying across the group: -

1. We encourage people to accept a vaccination when offered to ensure they protect themselves against the COVID virus
2. We will not be providing vaccinations inside the company.
3. We encourage people to book their vaccination appointment **outside** of normal working hours.
4. If outside working hours is not possible due to a specific healthcare/government request, we will treat the appointment as paid time off like a hospital appointment.
5. Any reaction to the vaccination would be treated as normal sickness and anyone affected should notify their line manager in the normal way.

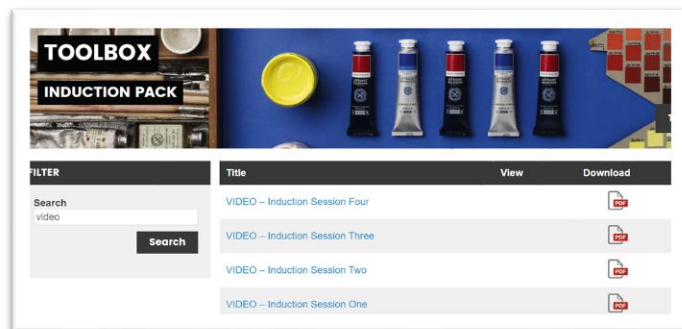
If you have any questions, please reach out to your local HR Business Partner.

### ***Remote Induction...***

Ensuring people are inducted effectively into the Colart Family has of course become more difficult for those people who are working remotely. Recognising this we have been organising induction webinars for all those people who have joined the business since the start of the COVID challenges.

So far, we have completed four sessions covering a multitude of subjects and there are still more to come!

If you are keen to know more about the company or perhaps just want a refresher, then please do check out the videos using the following link:-



[https://intranet.colart.com/en/document\\_category/induction-pack/](https://intranet.colart.com/en/document_category/induction-pack/)

### **Pulse survey ...**

The recent pulse survey about our values will be repeated for Southern Europe and China as we would like to improve the return rates from these countries with a translated version. We will publish the full results but in the meantime, here are the results we have received so far: -

The results show:

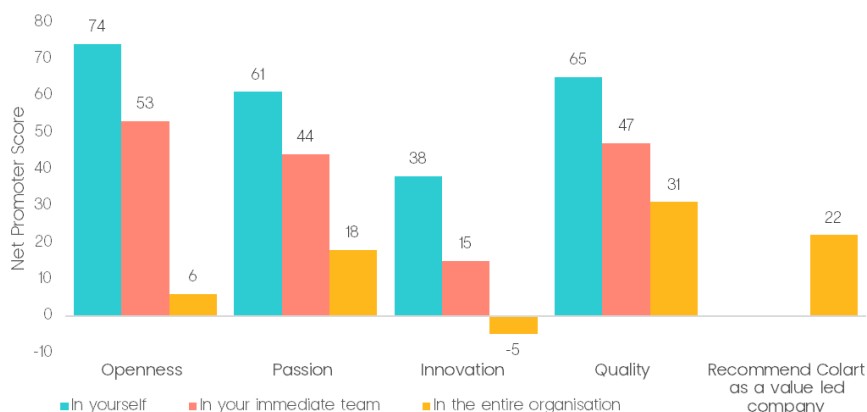
1. A strong **positive**

Net Promoter Scores across most values

2. A weakening is the perceived evidence of the value, the further away from the individual.

3. The largest gap between team and organisation scores is seen in **Openness**

4. **Innovation** is seen as the weakest value especially at organisation level



In summary, from the results so far, it is really good to know that Colart is perceived positively seen as a **value led company**.

### **Little Elephant art classes ...**

We will be looking to re-start classes during the Easter holidays – check this space for more information to follow on these classes and the planned exhibition of art created so far!

### **Keeping to the basics...**

We cannot stress these basics enough and here's a reminder:

Work remotely for those who can, only attending the workplace for the purpose of maintaining connectivity and collaboration for up to one day per week (for at least the short term)

For those who cannot work remotely, you should continue to come into work as normal whilst aiming to avoid using public transport.

When in work (whether factory, warehouse, or office) follow the clear safety protocols that are in place to protect everyone's health and welfare.

Take responsibility for keeping to the safety disciplines in terms of handwashing, wearing face masks and maintaining physical distance.... Hands, Face, Space.

Business travel is still not acceptable unless authorisation has been obtained in advance. If you

do need to travel please ensure you wash your hands before and after your journey, maintain social distancing and wear a face covering over your nose and mouth for the duration of your journey.

Take responsibility for yourself and others.

***Our mantra...***

As always, please STAY SAFE – please follow the basics outlined above and any advice from the government in your country.

Finally, remember we want every voice to be heard...so please keep talking to us and this includes telling us if you are struggling in any way. You can use all routes available to you:

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

Regards,



Jane Beeston