



‘Covid-19 Secure’ Workplace

The coronavirus outbreak has impacted everyone in many different ways. Our business and the people that make it so special is no different.

Our factory sites in Whitby and Kilkeel remain open and those who can work from home are doing so. We are proud to be part of the national effort to help supply the Nation with food during this unprecedented time.

The health and safety of all our employees is of paramount importance to us and by working together as one team we have implemented effective control measures such as;

- increased hygiene and hand washing programmes
- strict social distancing arrangements
- use of physical barriers and separation
- one-way traffic flows
- workplace reorganisation

Specific attention was given to identifying routine tasks where social distancing guidelines could be a challenge and we have developed alternative ways of working to overcome these, including restricting non-essential activities at this time.

We are shielding our extremely vulnerable colleagues and those who share a home with an extremely vulnerable person. We are communicating with them regularly through conversations with leaders and support functions.

Both our locations in Whitby and Kilkeel have completed in-depth assessments with representation from leadership, operatives and our employee representative committees. The results of these risk assessments have been shared with employees, contractors and visitors and made available on our site noticeboards and on our intranet site.

We keep all control measures under constant dynamic review and we may choose to introduce extra measures whenever appropriate.

We have developed a COVID-19 communication plan and cascaded this throughout our business. A weekly video update by Daniel Whittle, our Managing Director, is sent to all staff to provide them with regular updates on changes to their work areas and our ongoing business performance.

We have created a dedicated COVID-19 email address for any type of query, work related or not, to help our employees get access to the answers to the challenges they are facing in their day to day lives.

Regular factory briefings are being led by the Operations Directors at both sites to give specific site updates and the opportunity to engage with our senior leaders. All our staff have been signposted to our strengthened mental health programme and we have also published information on physical, financial and social wellbeing.



We have used the COVID secure guidance to help shape safer workplaces for our staff and embrace our role in the Nations' efforts in overcoming this disease and build back better. Whitby Seafoods are absolutely committed to playing our part in making this happen.