

Norsk European Wholesale Ltd recognises that it has responsibilities for the health and safety of our workforce whilst at work and others who could be affected by our work activities.

Norsk has completed its risk assessments with regards to COVID-19 to ensure that safe operating procedures are followed. We took into consideration government guidelines and feedback from our workforce. These risk assessments are reviewed on a regular basis to reflect all regulatory and operational changes.

1. All employees who can work from home, have been advised to do so and are continuously supported by their line managers.
2. We implemented social distancing on our sites and increased hygiene control.
3. We introduced new working arrangements to ensure that our warehouses and offices are COVID-19 secure.
  - Installed physical barriers
  - Changed the layout of workstations
  - Implemented staggered breaks
  - Introduced back to back or side to side working
  - Created working groups
4. We created a procedure for employees to follow in case they show COVID-19 symptoms, tested positive or had been advised to self-isolate.
5. We limited the number of visitors attending our sites to reduce face to face contact.
6. We introduced temperature checks and compulsory face coverings to all personnel and visitors on site.
7. We communicated to our employees the changes to our working practices and provided training to them about COVID-19.
8. We encourage employees to utilise the company's counselling line to support their mental well-being.
9. We continuously give the opportunity to our employees to make suggestions and provide feedback on how we could further improve our current safe operating procedures.



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