

Cairn Capital Group Limited

62 Buckingham Gate, SW1E 6AJ

Date of Assessment: 24<sup>th</sup> February 2022

Assessed by: Samantha Bartlett

Date of Next Review: 24<sup>th</sup> March 2022

This is a COVID-19 Risk Assessment which assesses the specific risk of the spread of Coronavirus at Cairn Capital Group Limited, 62 Buckingham Gate detailed above. The results of this assessment will be shared with all who work here.

This risk assessment will be reviewed if it is no longer valid, the government issue new guidance or at the time set in the review date above.

Hazard	Who Can be Harmed and How	Control Measures
<b>COVID-19 (Coronavirus)</b>	Employees attending the workplace and spreading the virus to anyone in the workplace.	<ul style="list-style-type: none"><li>- As of 19th January 2022 the Government lifted its working from if you can guidance. As such, effective 31<sup>st</sup> January 2022 the company re-implemented its under hybrid working policy outlining expectations around attending the office.</li><li>- Those that attend will follow all measures in this assessment.</li><li>- Employees who wish to wear face coverings will be supported and given guidance on using them safely.</li></ul>
<b>COVID-19 (Coronavirus)</b>	Employees attending the workplace at the same time leading to an increased risk of virus spread.	<ul style="list-style-type: none"><li>- Flexible start and finish times will be discussed with employees by their managers.</li><li>- Should you wish to continue to wear masks, it will be down to the preference of each individual.</li><li>- There is a thermal Scanner by the door by the lifts. Staff should stop so that their temperature can be taken before they enter. It will flag if a person's temperature is over 37.5c or if they are not wearing a mask. No personal data will be collected.</li><li>- Hand sanitiser is provided at the entrance / exit to the workplace.</li><li>- Bike racks are available so employees can cycle to work.</li></ul>
<b>COVID-19 (Coronavirus)</b>	Employees catching the virus because the layout of the workplace / furniture does not allow for 2m separation.	<p><b>Corridors / Walkways / Access Routes</b></p> <ul style="list-style-type: none"><li>- A one-way system will be in operation around the workplace and will be clearly marked where possible.</li></ul> <p><b>Workstations</b></p> <ul style="list-style-type: none"><li>- Hot desking will be avoided.</li></ul> <p><b>Meeting Rooms</b></p>

		<ul style="list-style-type: none"> <li>- Internal meetings should be kept to a minimum. Where possible staff should try to maintain social distancing during meetings.</li> </ul>
<p><b>COVID-19 (Coronavirus)</b></p>	<p>Visitors, contractors, members of the public or any non-employee attending the workplace and potentially spreading the virus.</p>	<p><b>Planned Visitors</b></p> <ul style="list-style-type: none"> <li>- Visitors will be permitted to attend the office, however, employees should consider whether an in-person meeting is definitely required or if the meeting can be done virtually. Where it is decided an in-person meeting is required a COVID form will need to be filled in by the visitor at the reception desk.</li> <li>- Discussions will be had with contractors to determine if works can be undertaken outside of normal hours.</li> <li>- The time visitors are on site will be limited to only what is necessary.</li> <li>- Any non-employee visiting site will recorded in the visitors log with contact details in case contacts of a virus victim need to be traced.</li> <li>- All visitors will be given a specific briefing on the measures they are expected to follow.</li> <li>- Hosts of visitors will be made aware of their new COVID-19 specific responsibilities.</li> </ul> <p><b>Deliveries</b></p> <ul style="list-style-type: none"> <li>- Where possible deliveries will be scheduled so that multiple deliveries are not happening at the same time.</li> <li>- Personal deliveries are banned until further notice.</li> <li>- Larger orders will be placed for routine items to reduce the number of deliveries.</li> </ul>
<p><b>COVID-19 (Coronavirus)</b></p>	<p>Employees coming into work with symptoms of Coronavirus potentially spreading the virus to anyone on site.</p>	<ul style="list-style-type: none"> <li>- <b>Employees should not come into the office where they have symptoms, or a positive test of Coronavirus as advised by UK government. Or where someone in their household has tested positive.</b></li> <li>- <b>Employees must notify the CFO if they test positive for COVID.</b></li> <li>- Employees should ensure that they follow the advice as set out by the Government with regards to where they are a close contact of someone who tests positive or someone in their household - <a href="https://www.gov.uk/government/publications/covid-19-stay-at-home-guidance">https://www.gov.uk/government/publications/covid-19-stay-at-home-guidance</a></li> <li>- <b>Managers to ensure that they remain up to date on government guidelines and business updates as the guidance may change.</b></li> <li>- Managers to send anyone home who is showing symptoms to self-isolate until they receive a negative PCR test</li> </ul>

		<p>- The workstation of that individual will be immediately and thoroughly cleaned ensuring the minimum personal protective equipment (PPE) is worn – disposable gloves and apron. Waste associated with the cleaning will be secured and marked until it is confirmed if the employee has a confirmed case.</p> <p>- Areas where a symptomatic person has passed through will be cleaned as normal.</p>
<b>COVID-19 (Coronavirus)</b>	Travel	<p><b>Travel</b></p> <p>Overseas travel should only be made where strictly necessary.</p> <p>Government guidance with regards to isolation on return must be followed, there are no exceptions to this rule.</p>
<b>COVID-19 (Coronavirus)</b>	Spread of Coronavirus to anyone in the workplace due to the virus being left on surfaces potentially spreading the virus.	<p><b>Cleaning</b></p> <p>- Contracted cleaning is in place with extra general cleaning undertaken.</p> <p>Specific cleaning will be undertaken on:</p> <ul style="list-style-type: none"> <li>• Surfaces that are touched regularly such as doors, desks, keyboards, printers.</li> <li>• Busy areas – bathrooms, break out area.</li> </ul> <p>- More waste facilities will be provided, and waste will be disposed of more frequently in the normal manner.</p> <p>- PPE bin will be placed at reception (with yellow bin) that is only place where to dispose PPE material according to building new policy.</p> <p><b>General Measures</b></p> <p>- Posters will be displayed to give guidance on hand washing.</p>
<b>COVID-19 (Coronavirus)</b>	Employees who are clinically vulnerable, clinically extremely vulnerable, expectant mothers, or have a protected characteristic.	<p>- Managers will have discussions with everyone in their team who is clinically extremely vulnerable, clinically vulnerable, expectant mothers, or who has a protected characteristic, to determine the most appropriate way of working.</p> <p>- If working from home is not possible then a specific assessment will be undertaken for that individual and measures implemented.</p>
<b>COVID-19 (Coronavirus)</b>	Spread of the virus to anyone in the workplace due to poor hygiene facilities.	<p>- Handwashing facilities will be available including water, soap, paper towels or hand dryers.</p> <p>- Extra stocks will be held to ensure an uninterrupted supply.</p> <p>- Hand sanitiser will be placed in multiple locations throughout the workplace.</p>

<p><b>COVID-19 (Coronavirus)</b></p>	<p>Spread of the virus to anyone in the workplace due to food preparation and taking breaks.</p>	<p><b>Breaks</b></p> <ul style="list-style-type: none"> <li>- When using the kitchen/break out areas employees should try to maintain sensible distancing where possible</li> </ul>
<p><b>COVID-19 (Coronavirus)</b></p>	<p>Employees not following measures as they are unaware of what is required.</p>	<ul style="list-style-type: none"> <li>- The findings of this risk assessment will be published on the website.</li> <li>- Signage will be displayed in the following areas as a reminder of the measures in place: <ul style="list-style-type: none"> <li>• Entrance / exit to the workplace.</li> <li>• Toilet facilities.</li> <li>• Corridors.</li> <li>• Kitchen /break out areas.</li> </ul> </li> </ul>
<p><b>COVID-19 (Coronavirus)</b></p>	<p>Work related travel including use of vehicles can increase the risk of virus spread.</p>	<ul style="list-style-type: none"> <li>- All non-essential business travel should be avoided</li> </ul>
<p><b>COVID-19 (Coronavirus)</b></p>	<p>First Aiders risk contracting the virus when administering first aid.</p>	<ul style="list-style-type: none"> <li>- First Aiders will ensure they are aware of the risks to themselves and others.</li> <li>- First Aiders will wash their hands or use alcohol gel, before and after treating a casualty.</li> <li>- First Aider – appointed person will be nominated if a first aider is unavailable to contact 999 in case of an emergency.</li> <li>- First Aiders will have PPE available (facemask, nitrile gloves) and will use it when treating a casualty.</li> </ul>
<p><b>Mental Health and Wellbeing</b></p>	<p>Employees may be anxious in returning to work due to the increased risk of contracting coronavirus.</p>	<ul style="list-style-type: none"> <li>- Clear, consistent, and regular communication will be given to employees to ensure they understand the measures in place to protect them.</li> <li>- Employees will be consulted with on measures that affect their health and safety.</li> <li>- Employees will be reminded of the employee assistance programme / occupational health.</li> </ul>
<p><b>Mental Health and Wellbeing</b></p>	<p>Employees dealing with challenging domestic situations</p>	<ul style="list-style-type: none"> <li>- Managers will have discussions with their teams before re-occupation to understand the challenges some employees may face and determine what measures can be put into place to give support, and report these measures to HR.</li> </ul>

	leading to an increase in stress levels.	
<b>Fire</b>	Increased fire risk to those in the workplace due to measure in place to manage COVID-19.	<ul style="list-style-type: none"> <li>- The fire risk assessment and emergency procedures will be reviewed as part of this process with a competent person.</li> <li>- All planned fire evacuations will be coordinated with the landlord.</li> <li>- Genuine fire evacuations will be completed as usual with social distancing maintained as best as possible.</li> <li>- Those required to provide assistance to others must ensure they wash hands immediately afterwards.</li> </ul>
<b>Legionella</b>	Increased risk if employees are exposed to COVID-19 and legionella bacteria from water systems.	<ul style="list-style-type: none"> <li>- Legionella risk assessment and management plan will be reviewed prior to re-occupying the workplace.</li> </ul>