

Our people during COVID-19

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Sistema Plastics

sistema®

- Designed and manufactured In New Zealand
- Purpose built facility in Mangere, Auckland
- Global team of over 700 employees
- Export to over 110 countries around the world



Our People

- Over 80% of workers are Māori, Pacifica, or other minorities
- Large percentage live in Counties Manukau
- Underlying health conditions
- Focused health initiatives
 - Blood pressure checks
 - Smoking cessation
 - Onsite Flu Vaccinations



Supporting our people affected by COVID

- First positive case – August 2021
- Peak of Omicron (March 2022) – almost 40% affected
- Encourage early reporting of symptoms and positive results
 - Staying home if unwell and test
- Learning from Public Health
- COVID Safety Plan

Supporting the business during COVID

- Factory operated throughout all Alert Levels and COVID Protection Framework
 - Implementation checklists
 - Flexible plan – variations to jobs
 - Vulnerable Persons Register
- Staff communication
 - Text message, email, phone call
 - Sharing information from reputable sources
 - Help reduce spread of misinformation and disinformation
- Onsite drive through COVID vaccination event
- SaferMe contact tracing cards
- Sharing best practice with other manufacturing sites



COVID-19 Safety Plan – Level 3 Implementation Form		sistema	
<p>Use this checklist to implement the COVID-19 Safety Plan for Alert Level 3. Individual tasks may be delegated to others, but full responsibility for completion remains with the person assigned as Accountable.</p>			
Date/Time of move to Alert Level 3:			
Implementation Coordinator:			
Date of Implementation:			
Governmental Guidance and Information			
Task/Activity	Accountability	Assigned To	Completed
Review current government guidance and information for Alert Level 3 at https://covid19.govt.nz/	Health & Safety		
Review current Ministry of Health (MCH) information and guidance for Alert Level 3 and/or Locations of Interest at https://www.health.govt.nz/our-work/diseases-and-conditions/covid-19-novel-coronavirus	Health & Safety		
Review current Worksafe NZ guidance and information for Alert Level 3 at https://www.worksafe.govt.nz/	Health & Safety		
Review current Newell Brands H&S/COVID-19 guidance and requirements	Health & Safety		
Operational Implementation			
Task/Activity	Accountability	Assigned To	Completed
Establish maximum persons permitted on site <input type="checkbox"/> Permanent Employees <input type="checkbox"/> Agency Temps <input type="checkbox"/> Number per shift	COO		
Cancel/limit Temp Agency numbers as per maximum number of persons permitted on site	HR Advisor		
Review whether staggered start times or changes to shift times/shift length are required for Employees or Temps (if applicable)	COO		
If changes to shift times/length is required, variations to work hours outside of current contract to be agreed with employee. Arrange for temporary variation forms to be completed	Department Managers in consultation with HR		
Establish work bubbles across site to limit movement of workers both within departments and across site	Department Managers		
Barriers and entry/exit signage installed in Gunnebo area	Shift Manager		
Entry/exit signage in Main Factory Lunchroom installed to create a one way in/out system and limit cross over/close contact during break times	Shift Manager		



SaferMe

- Wearable contact tracing technology
- Employees, Contractors and Visitors
- 21 days data
- Daily sync
- Ability to quickly find contacts of a COVID-19 case






Supporting our people affected by COVID

Positive COVID-19 Test:

- WFH if role permits
- If unable to WFH, utilise COVID Leave Support Payment
 - Ensure people can stay home and recover without worrying about their wages
 - Receive 100% of wages
 - 7 days isolation covered before Sick Leave entitlements need to be used

Returning to Work after COVID

- Personal RTW plans – balance business needs vs workers health needs
- Guidance from with Medical Treatment Providers
- Flexible working
- Reduced hours
- Alternative Duties
 - Self paced activities
 - Equipment and PPE
 - Location to facilities
- EAP services/Onsite Physio