



COVID-19 - Management

Member company	Aperam
Category	workplace improvement; accident analysis and countermeasure development; enhancement of safety management systems

The Challenge

In the beginning of 2020 the whole world was suddenly disrupted by COVID-19 (and still is!), this resulted that our normal, social way of working was not possible anymore.

The impact from this new virus was/is very heavy on health, social and economics.

- For Health, the illness rate went up, absenteeism was at it's highest
- For Social, the mental well-being was suddenly more at risk
- For Economics, there was a worldwide financial impact, that impacted production

Why?

Impact on whole worldwide organization of all companies, because of the invisible new enemy, we needed to protect our employees and also their families (Health and Mental). Therefore it was very important to shift very fast in a new way of working, this resulted in the following new challenges;

- Control the spread of the virus so our employees feel safe on the shop floor, in the offices and also at home
- Guarantee the production flow for our customers
- Control the absenteeism

Needed Action

- Fast and regular **communication** about the first pandemic
- Fast implementation of **hygienic measures** based on measures defined by the worldwide virologists and internal medical staff
- Global new **Health Risk Assessments** to define the new risks on the work place and defining measures
- **Monitoring** of the positive cases per site, to be proactive

Action Review

Specific; The COVID situation is a very specific and unique situation. This disruption has demanded that there is a complete new need to refocus Aperam.

Measurable; KPI's created to measure the positive cases per production site and to identify close contacts within the Aperam sites.

Achievable;

- Keep positives cases as low as possible
- Quick detection of COVID spreading and determine close contacts
- Shop floor visit for respecting the COVID measures

Realistic;

- Follow-up COVID measures (KPI - graphics)
- Continuous communication in line with global governmental measures
- Detection of new cases (determine close contacts, PCR testing and antigen testing on European sites...)
- Communication to contractors, to employees and their families (e.g. cartoon about COVID measures, art contest...)
- All employees received masks for them self and their family

Time-bound;

The pandemic period is considered as a Time-bound event. The end is related to several external factors (spread of the virus, vaccines and new variations).

Target Beneficiaries from the Action

By creating a pandemic working group (safety advisors, medical staff and sites managers) it was possible to reduce the COVID-19 risks for our employees and their families. This was done in a way that the deliveries to the customers were not disturbed.

We not only focussed on the employees but also on their families, this is important because it is possible to contract COVID anywhere.

Horizontal Expansion Capability

The way that Aperam had/is dealing with the virus could also apply to other companies; we are currently all facing the same special and hopefully unique situation.

Our focus was the **protect employees and their families** because COVID-19 does not stop at the gate of the company or at the borders.

Outcome

- **Fast reaction** on new COVID cases at all sites (e.g. antigen testing...), **reducing absenteeism**.
- **No COVID break** out on sites that endanger the **production**, therefore the **production** and **delivery** to our **customers** is stable.
- We not only focussed on the **employees** but also on their **family**, this is important because it is possible to contract COVID anywhere. The working group had launched **awareness campaigns** for the **families** (family art contest, COVID-19 measures in shape of cartoons, masks...) to have a frequent **sensitization**.

Aperam Cartoons COVID-19 rules

From the start of the pandemic in 2020 special drawings explaining the rules to apply on our sites by the truck drivers have been developed. The target was to avoid any text as we have drivers coming from a lot of different countries and not always speaking the local language.

Prevention Coronavirus: COVID-19





Aperam Art Contest “How we are fighting against coronavirus”

Aperam launched an Art Contest with the main aim to bring his employees and their families closer together in these difficult times of social distancing.



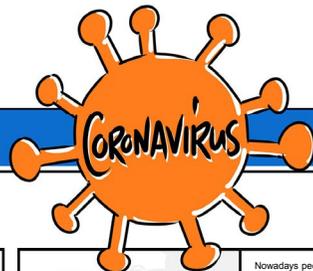
It was at the time where lockdown measures were started in 2020. To keep our people motivated and find an activity they could do with their children at home we launched this art contest to all our employees and their families.

Here are the 10 winners to the contest:



aperam

ALL TOGETHER AGAINST THE CORONAVIRUS



Hello friends! We are Luke and Leia and we are experts in fighting the Coronavirus! We give you our best practice tips for preventing contamination at work and at home!

Nowadays people talk a lot about Coronavirus because it is a new type of a very contagious virus causing an illness called Covid-19. Like for a flu, it can be harder for the elderly and people with a weak immune system to stay healthy. We need to take special care of them!

The best way to prevent the spread of the virus is to avoid contact with contaminated persons. Some people may have the Coronavirus without showing any symptoms but still be contagious. We better say hello and goodbye at distance!

We sneeze and cough into our elbow, or use a tissue by keeping as much distance as possible from others. We throw away the used tissue immediately into a trash can and wash our hands.

It is important to avoid large crowds or crowded areas such as public transport. We stay at home as far as possible.

When possible we open and close doors with our elbows or shoulders instead of hands or keep the doors open to avoid contact.

We wash our hands often, especially before eating, after blowing our nose, going to the bathroom and after coming from outside. We wash the back of our hands, between the fingers, under the nails for at least 20 seconds, enough time to sing 'Happy birthday' twice. In case there is no water and soap, we can use a hand sanitizer.

We do not share utensils, tools or towels with other people unless cleaned. Viruses can last on surfaces for several hours and the best way to get rid of them is to wash them with soap, bleach or alcohol. At work or at home, we clean regularly surfaces that we share with others (door grip, computer keyboard ...).

We keep our distance of at least 1m50 from people who do not live with us, or who live with us but show symptoms. If not possible we better use a mask and of course, we wash our hands.

In case of fever, cough, difficulty in breathing or any other COVID-19 related symptoms, we stay at home and call the doctor! In case someone around us is sick, we keep our distance and the sick person wear a face mask!

We wear a mask if needed or obligatory and we do not forget to wash our hands before to put on the mask and after we take it of.

We do not touch our face before having clean our hands! When we touch people who are sick, or touch dirty surfaces, we contaminate our hands with germs. The virus can go into our body by hand contact with our eyes, mouth or nose.

Aperam supports local organisations in the fight against the Coronavirus, for example a lot of masks have been donated to local hospitals. Maybe you can also support to those in need, for ex. because they are confined to their homes.

Let us fight against COVID-19 together! Follow our tips and pass on what you have learned!