



Blinx Solutions COVID-19 Recovery and Community Support Policy

1. Purpose:

This policy outlines the measures and guidelines for Blinx Solutions employees during the recovery phase of the COVID-19 pandemic, while also detailing our commitment to supporting local communities in their recovery efforts.

2. Vaccination:

All employees are encouraged to receive any eligible health vaccines that they are eligible for in accordance with health authority guidelines.

Blinx Solutions may actively participate in local vaccination drives or provide support for employees to access vaccination.

3. Remote Work:

Remote work options and Hybrid working is available for employees who are not fully comfortable returning to the office.

Blinx Solutions will explore opportunities for remote work initiatives that benefit both employees and local communities.

4. Office Safety Measures:

Blinx Solutions will implement and maintain necessary safety measures, prioritising the health and well-being of employees and the community.

Employees are encouraged to participate in community outreach programs related to COVID-19 safety.

5. Sick Leave and Reporting:

Employees feeling unwell or exhibiting COVID-19 symptoms should stay home and notify their supervisor immediately.

Blinx Solutions may provide paid time off for employees engaging in community service related to COVID-19 recovery efforts.

6. Travel Guidelines:

Non-essential business travel is discouraged. Virtual meetings and conferences are encouraged.

Blinx Solutions may support employees involved in community outreach programs by providing travel assistance.

7. Mental Health Support:

Employees are encouraged to take advantage of available mental health resources.



Blinx Solutions may extend mental health support initiatives to local communities, such as counselling services or awareness campaigns.

8. Community Support Initiatives:

Blinx Solutions is committed to supporting local communities in their recovery efforts.

Initiatives include employment creation, re-training programs, and community outreach to identify and address skills gaps.

9. Employee Development and Support Programs:

Blinx Solutions will provide mentoring, mock interviews, CV advice, and career guidance to employees.

Support for educational attainment relevant to the contract, including training schemes resulting in recognised qualifications, will be actively promoted.

10. Work Placements and Internships:

Blinx Solutions will offer work placements, pre-employment courses, and paid/unpaid student placements or internships of 6 weeks or more.

Priority will be given to programs that contribute to community development and recovery.

Actively promote and recruit Apprentices and Graduates to build and develop a robust early talent program with Blinx with clear progression and career development opportunities.

11. Skill Development and Training:

Delivery of training schemes and programs will address identified skills gaps and underrepresentation in the workforce.

Blinx Solutions will actively engage with community organisations to support the training and development of groups such as prison leavers and disabled individuals.

12. Review and Updates:

This policy will be reviewed annually (Next revision due February 2024) and updated as needed to align with the latest recommendations from health authorities, community needs, and the evolving situation.

Blinx Solutions are committed to not only the well-being of its employees but also to actively contribute to the recovery of local communities affected by the COVID-19 pandemic.