

YOUR WELL-BEING COMES FIRST YEAR 2020

# KARIBIAN

GOOD PRACTICES WITH COVID-19



## PROTECTION OF OUR WORKERS

Safety and well-being are our only priority.

## ADAPTATION OF WORK AREAS

A material and social change in our manufacturing areas.

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The security and the wellbeing of our staff and customers are our priority. Therefore, in every process of production and stockrooms we have set all the guidelines specified by the public healthcare experts and the Spanish Government.

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We rely on the best human resources and the capacities and determination necessary to move forward. We are certain that this situation will leave us stronger and teach us a lot.



# INTRODUCTION

**We believe that being united at these times is key. This is why we are working, as always, to offer the best service possible.**

The 2019-2020 Coronavirus pandemic declared by the World Health Organisation (WHO) has caused great bewilderment in every society on the planet. COVID-19 has had a considerable, sudden, and striking impact on our regular lifestyles. Everyone has acquired many new habits and behaviours, both in our personal and professional/social lives.

As the first message in this Manual, we would like to express all our encouragement and strength as we provide you with everything within our power.

At Karibian Descanso, true to our commitment to our employees, customers, distributors, suppliers, and society in general, we will continue to ensure safety and health, taking serious measures to respond to all new questions that have arisen in this situation.

The rest sector is facing a considerable challenge and it is essential to maintain new standards in our work and social behaviour. It is true that in this new scenario it is not possible to predict what is going to happen or when or how; what we do know, however, is that we must be prepared. We are sure that we will come out of this situation stronger than ever.



In light of the current situation, we are all called to adapt to these new circumstances as quickly as possible. This guide for good practices was developed by the employees at Karibian Descanso following a strict, detailed process. Participating in its development were different people from the various production areas, thereby spanning all possible areas of activity.

In turn, we have relied on the advice of experts in the field of health and safety as well as occupational risk prevention and human resources. This tool presents the conduct and new protocols established at Karibian Descanso to address the situation produced by COVID-19. It covers all our facilities, including warehouses, common areas, and production processes.

To complement the main objective, 3 secondary premises have been established. Firstly, ensuring the best service with every guarantee for our customers and thus for the population, in an environment of complex work and with a demand for unusual characteristics. Secondly, guaranteeing the hygiene of all our products.

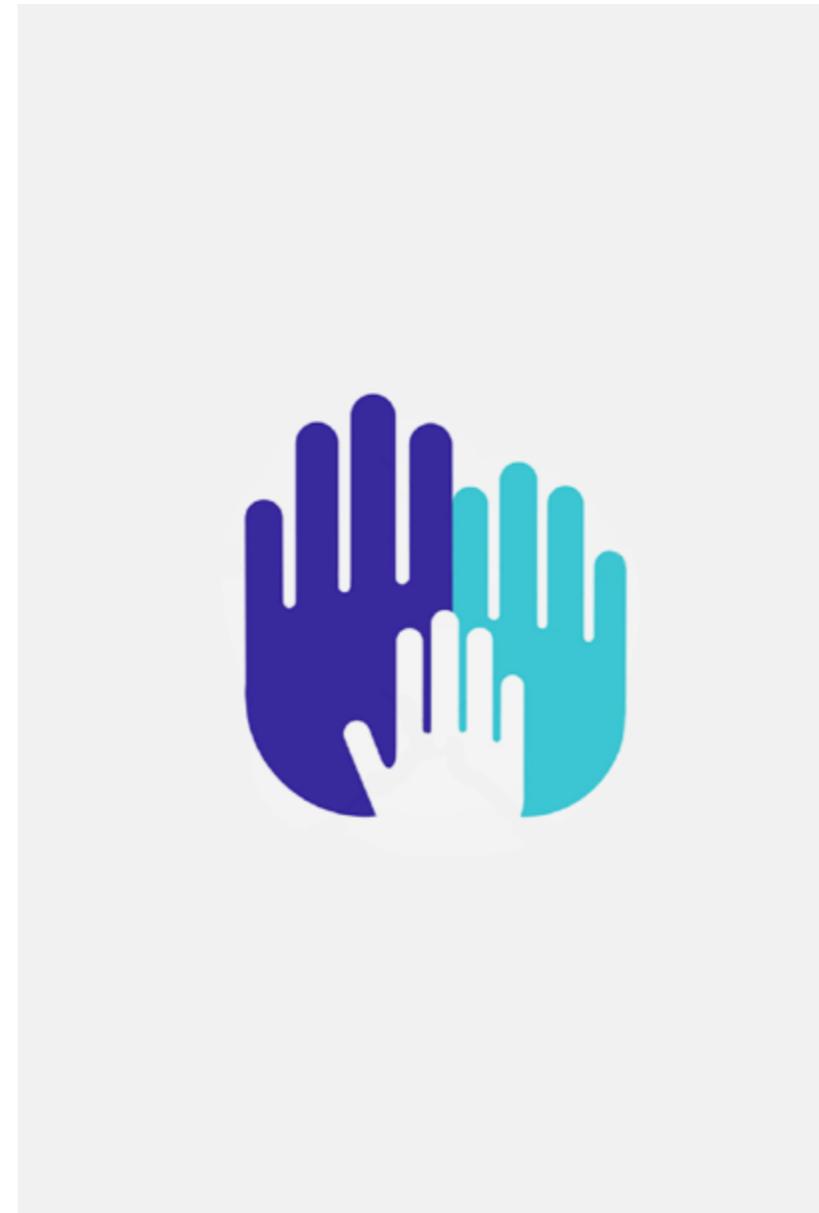
Lastly, protecting the health of all our workers. We will develop the new measures established, such as the communicational process that has been followed through all channels since the beginning of the pandemic.

# SOCIAL COMMITED

**One single team to face COVID-19. Together we are creating a path to the future faithful to our principles and values.**

The situation that we are living is unique and exceptional. The security and the wellbeing of our staff and customers are our priority. Therefore, in every process of production and stockrooms we have set all the guidelines specified by the public healthcare experts and the Spanish Government.

At Karibian Descanso, we have always firmly believed that, more than a company, we are a group that produces sleep products. This is why our priority has always been and will always be caring for all people equally. This commitment, present in all areas of our work since the brand was founded, is currently being reinforced, especially regarding the safety of all our production areas. In particular, the principles that govern this relationship are complemented by the conduct of our employees, who are adapting to responsible practices within the new measures established, keeping in mind compliance with the measures indicated, complete dedication, open communication, and the utmost determination. We are certain that this new 'reality' will bring out the best in each one of us, strengthening us and making us better people.



## DETERMINATION. TOGETHER WE CAN BUILD A PATH TO THE FUTURE

At Karibian Descanso, we make the best effort to carry out our activities under complete safety and occupational health. At the same time, we continuously cultivate those same criteria of well-being and healthy surroundings so they reach our customers, suppliers, and collaborators, both in our facilities and in our areas of influence.

## MUCH MORE THAN A STAFF: EFFORT, WORK, AND DEDICATION

Innovation makes us improve day by day. Since the State of Emergency was declared, we have been moving, being proactive in the search for and implementation of constructive ideas and solutions, identifying and generating new opportunities amid the current situation.



## WITH PEOPLE, BOUND BY COVID-19

We share the same global vision. At such a difficult, uncertain time as this, people are the only thing that matters. We will move forward with determination and without resignation, continuing to be ourselves and improving every day, measuring up to our expectations. If we work together, we will come through this difficult situation stronger than ever.



# HYGIENE MEASURES

Now more than ever, the correct maintenance and cleaning of surfaces and materials in any work surroundings is key for meeting health standards.

We find ourselves immersed in changes due to this global health crisis. The new circumstances have contributed to a dizzying rate of change in social, economic, and work patterns. All these changes affect our way of life, such as the link between individuals and the industrial sector they pertain to.

To avoid possible infection and maintain the well-being and health of everyone, cleaning and disinfection is being enforced in all rooms, with greater frequency on surfaces that are touched most often, such as windows or door handles, as well as all objects commonly used by employees, from machinery control panels to tables and computers.

We propose some standards of maintenance, cleaning, and disinfection in all work areas to address these hygiene measures.



## 01. TEMPERATURE CONTROL

We have established strict measures, such as temperature control, with the goal of protecting all workers.

## 02. PERSONAL PROTECTIVE EQUIPMENT

At Karibian, we have adapted and increased our already high standards of hygiene along the entire production line, thereby complying with new, strict hygiene measures for our employees as well as our suppliers, transporters, and all our products. We have equipped our workers with equipment for protection, cleaning, and disinfection: masks, protective screens, alcohol-based gel, gloves...

## 03. DISTANCE

As well as guaranteeing the interpersonal distance in all our work areas, our facilities have been redesigned to guarantee that all members of our team at Karibian Descanso can work at a minimum distance of 2 metres for the safety of all. In turn, meetings will be held in large, well-ventilated spaces, thereby allowing for that safe distance.

## 04. HYGIENE

Frequent hand washing with soap and water, as well as also periodically cleaning and disinfecting personal objects.

## 05. DENSITY

Meetings will be held in large, well-ventilated spaces, thereby allowing for social distancing.



# YOUR WELL-BEING COMES FIRST

*New greetings, safe distances, daily hygiene routines, temperature control, and cleaning and disinfection of all of our facilities are decisive keys.*





## EMPLOYEE HYGIENE AND SAFETY

**The well being of our staff and customers is our priority. In response to COVID-19, we have increased our disinfection and hygiene standards processes.**



COVID-19 has caused great bewilderment in society and has had a noticeable impact on our lifestyle. We have acquired a multitude of new habits.

Our facilities and all work areas are cleaned and disinfected daily by professional cleaning personnel.

A minimum distance of 2 metres between workers, a reduction in capacity, ecological awareness, digital transformation, safety partitions, and antibacterial materials are some of the key concepts in these reinvented workplaces. This also includes behavioural protocols that help workers maintain their personal hygiene and that of their workplace, such as masks, gloves, alcohol-based gel, protective screens, temperature control, and facial check-ins to reduce physical contact in all zones.



## PREPARATION OF ALL WORK AREAS IN THE COMPANY

As well as personal hygiene, all necessary measures have been established to guarantee hygiene in the different work areas. Cleaning tasks in all rooms and on all surfaces have been reinforced, and dispensers for disinfecting gel have been situated in all work areas and common areas. In addition, in-person visits will be suspended to the extent possible and new protocols have been developed for the reception of delivered material. Informational signs and lines on the floor have been placed throughout the factory to maintain safe distances between all employees.

## MEASURES FOR MAXIMUM EMPLOYEE HYGIENE

It is essential to reinforce personal hygiene measures in all work areas and with regard to any situation risking exposure. All of this is done under the health guarantees required by and in conformity with the new circumstances.



The adaptation of work areas began the moment the state of emergency was declared. At Karibian Descanso, we already adhered to strict production protocols with regard to hygiene and safety. Therefore, with the motive of the pandemic, we are reinforcing each of the existing protocols to a greater degree with immediate activation.

## MEASURES ON THE PRODUCTION LEVEL

We are adapting to stay by all our customers. At Karibian Descanso, we are committed to the quality of our products, subjecting them to continuous improvement. Therefore, since we have restarted our activities and reopened our facilities, we have established new protocols to ensure hygiene and safety. As well, these new measures have also extended on an internal level as with our suppliers, transport agencies, and collaborators in general.



## YOUR MATTRESS, MUCH MORE THAN A PLACE TO SLEEP

We must evolve and adapt to the new situation. The challenge presented by COVID-19 is significant, and the capacity to react should agree with the new state of normality. Mattresses, such important products in our daily lives, and especially our nights, should comply with all the required guarantees.

This is why we have designed such a strict protocol with regard to safety and hygiene, so that all our customers and workers can be completely at ease.



## NEW QUARANTINE ZONE ESTABLISHED AT OUR FACILITIES

In the different process and production areas contained within this Safety Protocol, it is important to note that all the raw materials used by Karibian Descanso remain in a separate 'quarantine zone' at our facilities for a few days. This space is new and destined solely for this function. It is disinfected daily following a cleaning protocol.

In this way, we guarantee that all our products are manufactured following a safe process. Each mattress and pillow that leaves our factory every day is 100% safe and virus-free.

# REFLECTIONS

We rely on the best human resources and the capacities and determination necessary to move forward. We are certain that this situation will leave us stronger and teach us a lot.



At Karibian Descanso, our priority has always been and will always be caring for our people. Safe distances, hygiene routines, and control of symptoms are decisive keys.

It is essential to continue working as a team. Finding the mechanisms and formulas that help us perform the same tasks while sharing the same objectives and values has not been easy. However, these have been decisive in continuing to be the same and caring for human relations, which are the most important. Being successful depends on three keys: communication, precaution, and resources.

The responsibility of everyone is the best guarantee to preventing the uncontrolled spread of the virus. Hang in there! We are with each one of you.





# THE REST, AN INVESTMENT IN QUALITY OF LIFE

**Sleep is an activity which is pleasurable in itself,  
but it is also the time when your body recharges its  
batteries, providing it with energy for the whole day.**

Karibian Descanso, is a consolidated business leader in the field. A rich, varied array of comfort options have made this a powerful brand in the world of sleep for 20 years. As the fruit of inspiration, they offer only products of the best quality with regard to both materials and comfort and design, and always marked with different quality seals representing respect for the environment. Based on carefully selected materials, these elements will still be our main premise in our day to day activity and in all of our product collections.

The company is moving forward with investments in development. It pays close attention to the latest technological innovations on the market and responds to current demands in the sector. That is why investing in rest is an investment in quality.

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