

## Reference – Covid-19 update

Dear colleagues,

The last few days in the UK are like nothing that anyone has ever seen before. Every single person in the country is affected and every business is making drastic changes on a hourly basis to keep on top of this pandemic. On Monday evening the Prime Minister, Boris Johnson issued a statement requesting that where possible everyone who can work from home, should work from home and that many social interactions are now banned in the UK, such as gatherings of more than 2 people outside the same household. The link below, give full details of his statement: <https://www.gov.uk/government/speeches/pm-address-to-the-nation-on-coronavirus-23-march-2020>.

Within the statement it says that people can leave the house to travel to and from work, if it is essential, i.e if you cannot work from home. Unfortunately, this statement is not as clear as it could have been as some people have interpreted as construction work is not essential and sites would have to close immediately. Some other people have interpreted it as, I can't work from home, therefore it is essential for me to leave my house to enable me to work. MP, Michael Gove clarified this on Tuesday morning by saying that construction sites are to remain open. A video of his interview can be found here: <https://www.youtube.com/watch?v=twKLtabbB0A>.

Despite this clarity from the government, many construction sites across the UK have begun to close their doors. At close of play on Tuesday evening approximately 45% of sites where Falcon have tower cranes erected are closed or will be closed by the end of this week and the drivers have been sent home. We all appreciate that this is a worrying time for everyone involved but there are plenty of options for Falcon to 'ride out the storm' until the lockdown is released and keep the all of our permanent employees on board. If all construction sites close, our sales (revenue) will reduce significantly, therefore it is Falcon's intention to effectively 'pause' the business until the lockdown is released. We are working hard with our banks, financial suppliers and creditors to activate payment holidays and with the assistance of the Government we are working to secure the 80% guarantee of basic wages (up to a maximum £2,500 per month) to retain our workforce.

As many of you are aware, if you are required to self-isolate for any reason, the company will pay SSP from day 1 of your isolation, to a figure of £94.25 per week. If we have a mass closure of construction sites, like we are seeing at the moment, under normal circumstances, the company would be forced into mass redundancies. With the governments wage guarantee, redundancies should not be required and we can maintain our workforce.

Over the next 2 - 3 days, every employee will be contacted to discuss their options in more detail and to discuss what this means for you and your pay packet. The important thing to know is that it is Falcon's intention is to retain our fantastic workforce and we want as many of you as possible to help rebuild the company back up, post Covid-19.

In the meantime, we would like to thank you once again for all your support during this tough time, and please remember to follow government advice, stay safe and look out for your friends, family and colleagues!

From the board at Falcon Tower Crane Services Ltd