

COVID-19

Our Response to the Coronavirus

We don't need to tell you that COVID-19 has changed the world of work as we know it. We would, however, like to share with you how we have kept our team safe and secure during these past months.

Immersive Labs operates on a culture of drive, inclusivity and agility – values that we knew we could rely on to guide us through these uncharted waters. We also recognise that our people are our greatest asset: without our exceptional team, there would be no Immersive Labs. Naturally, therefore, the welfare of our people and their families were our top priority.

Since the first days of the outbreak, we have continuously monitored the situation. Every decision we make takes into account government guidance and focuses on the wellbeing of our employees and the interests of our customers.

As COVID crept closer, we set up a consistent flow of communication and encouraged employees to reach out to our People and Talent team with any concerns or queries. Entry points in each of our offices were fitted with sanitizing stations, and at the end of each day, we shared the latest government guidance – especially where it pertained to employee safety.

As lockdown was looking more and more likely, we made extensive plans on what a fully remote workforce would look like, so we were ready to make the switch. On 16 March, Immersive Labs went fully remote. To ease the transition, any equipment required by our staff to optimize their home working environment – from monitors to desk plants – was delivered to them in a safe, socially distanced manner.

During lockdown, our team's mental health became our focus. Welfare calls were held with each and every one of our people to ensure no one was struggling with remote working and the pressures of lockdown. Our social calendar was revamped so events could take place online, with a number of activities to keep people happy and connected during what was a really tough time. Our virtual gardening sessions were especially popular! We also commemorated the UK's Mental Health Awareness week across our UK and US offices, and we even honoured Pride month with an online parade and quiz (check out our Instagram [@immersivelabs](https://www.instagram.com/immersivelabs) to see some of the amazing Pride floats that the team made).

Now that lockdown has started to ease, we've taken steps to ensure we do not become complacent. Our offices have opened on a limited basis, social distancing guidelines are being enforced, cleaning takes place at the end of each day, and we have thorough contingency plans should we experience an outbreak in one of our offices.

Times have not been easy and we don't know when things will be normal again. But we do know that we have the right values in place, the best tools at our disposal and, most importantly, an exceptional group of people at our side.