

## ANTI BULLYING & HARRASSMENT POLICY

Lilleker Bros. Ltd values its reputation as a fair and honest employer. This Policy lays out the Directors commitment to promoting a safe, healthy and fair environment in which people can work.

Bullying or harassment (including sexual) of staff by employees or by visitors to the organisation will not be tolerated, and accusations may be treated as a disciplinary offence.

There are many forms of bullying, this can be verbal, physical, gesture, or socially/physically excluding a person in work related activities.

This policy applies to staff on and off the premises, including those working away from base, regardless of seniority.

Harassment at Work as defined in the Equality Act 2010 is 'unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual'.

Bullying may be characterised as: Offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient.

Any grievance will be treat with confidentiality but will be dealt with head-on (full details of our Harassment and Bullying Procedure can be found in our Company Handbook).

The company has an open door policy and would encourage anyone who feels they are being subject to any form of harassment or bullying, or witness any harassment of bullying use this open door policy and come forward so support can be made, and appropriate action be taken.

..... Managing Director

Date ..... 18/04/2024

..... Finance Director

Date ..... 18/04/2024