

Bullying, harassment and victimisation policy

Readyfix Ltd will not tolerate any form of bullying, harassment or victimisation. Readyfix Ltd intends to provide a neutral working environment and a culture that is diverse, equitable and inclusive. No one should feel threatened or intimidated and all should be treated with dignity and respect. All employees are required to uphold, promote and apply this policy.

Harassment

Harassment is a discriminatory act, and employees can be personally liable for harassment claims. The protected characteristics relevant to harassment are age, disability, gender reassignment, race, religion or belief, sex and sexual orientation.

Sexual harassment

Sexual harassment is any unwanted sexual conduct that has the purpose or effect of violating a person's dignity or creating a hostile environment for them.

Victimisation

Victimisation includes treating someone badly in relation to the Equality Act 2010.

Third party harassment

Readyfix Ltd recognises the seriousness of third-party harassment and has zero tolerance towards this. Employees are encouraged to report any incidents of harassment by third parties which they experience or witness.

Bullying

Bullying can be offensive, intimidating, malicious or insulting behaviour. Bullying can be an abuse or misuse of power through means intended to undermine, injure or humiliate the recipient.

Procedure

Any allegation of bullying, harassment or victimisation will be dealt with seriously, promptly and in confidence. Employees who feel they have been subject to bullying, harassment or victimisation must not hesitate in using this procedure, including if they have any complaints of third-party harassment. An employee will not be victimised for raising a complaint of bullying, harassment or victimisation.

Signed



Date 1.4.26

Greig Burwood

Managing Director

READYFIX LTD Croft Street, Preston, Lancashire PR1 8XD

Tel 01772 250060 Email sales@readyfixuk.co.uk Visit readyfixuk.co.uk WhatsApp +44 1772 250060

