

# Dignity at Work Statement

## (Bullying and Harassment)

Servest Group Limited is committed to ensuring equality and diversity for all its employees and those working on client or customer sites. To this end we have a Dignity at Work Statement in line with the Equality Act 2010 to ensure that these principles are followed by managers, colleagues, contractors and visitors.

This Statement ensures that we all work in an environment free from harassment, intimidation or bullying in any form.

Bullying and harassment principles:

- Victimisation
- Behaviour on more than one occasion, which is offensive, abusive, malicious, insulting or intimidating
- Unjustified criticism
- Disciplinary action imposed without reasonable justification
- Changes in the duties or responsibilities of the employee to the employee's detriment without reasonable justification

Servest will not tolerate any form of unacceptable behaviour towards another and anyone found to be acting towards another in an inappropriate manner may be subject to disciplinary action in line with Servest's Dignity at Work Statement.