



Anti-Harassment and Bullying

Policy Statement

Strix Group Ltd (herein known as “the company”) recognises that harassment or victimisation on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation is unacceptable in any circumstances.

Harassment can take many forms ranging from tasteless jokes to abusive remarks, from pestering for sexual favours to threatening behaviour and actual physical abuse. For the purposes of this policy, it is deemed to also include bullying behaviour.

In whatever form it takes place, any allegations of harassment will be taken seriously by the company and dealt with as swiftly and sensitively as possible.

The company recognises that harassment can unfortunately occur in the workplace, as well as outside it, and that this can seriously impact employees’ lives if left unchecked.

The company operates a zero tolerance stance in respect of all forms of harassment and seeks to ensure that the working environment is suitable for all its employees. The aim of this policy is to inform employees of the type of behaviour that is unacceptable and provide employees who are the victims of harassment with the means of redress.

The company recognises that it has a duty to implement this policy and all employees are expected to comply with it.

This policy and procedure does not form part of the contract of employment and they may be amended at any time to suit the needs of the business and the people employed within it.