

Decision Lab Harassment Prevention and Policy Statement

We are committed to promoting a working environment based on dignity, trust and respect; and one that is free from discrimination, harassment, bullying or victimisation. This includes sexual harassment.

Our policy is relevant to all stages of the employment relationship and includes bullying or harassment by third parties.

We maintain a zero-tolerance policy towards bullying and harassment and strongly encourage anyone who experiences or witnesses such behaviour in their course of doing business with us to report it to us so we can take the appropriate action.

Our expectations

We expect all our employees, workers, contractors, customers, partners and clients to take personal responsibility for observing and complying with the principles of this policy. Everyone who works for us, or with us, has the right to be treated with dignity and respect.

Any dealings we have with third parties, including customers, suppliers, contractors, agency staff and consultants, must be free from discrimination, harassment, victimisation or bullying.

If any of our employees are found to have committed, authorised or condoned bullying or harassment, we will take disciplinary action against them, up to and including dismissal.

We expect our suppliers, partners and customers to have their own policy in place and to take action to prevent and deal with bullying and harassment appropriately. If any of our employee's experience bullying or harassment from a third party in the course of their employment with us, we encourage them to raise this. Any complaints from our employees relating to harassment from a third party will be treated with the utmost importance.

Where harassment by a third party has been reported, we will investigate and contact the third party with our findings to agree what action is to be taken as a result. In serious cases, this could result in us ending our business relationship with you.

Actions we take to prevent and deal with workplace bullying and harassment

- Fully comprehensive anti-bullying and anti-harassment policy in place
- Expert independent advice and guidance provided to all employees
- Regular internal review of workplace culture and relevant policies
- Clear and well communicated reporting methods
- Impartial independent HR consultant available to raise concerns to
- Sexual harassment risk assessments
- Communication of our zero tolerance approach to third parties

This policy is reviewed annually and may be amended by the company periodically.



David Buxton
Founder