



Dignity at Work Policy [R7M-HR-POL-005 Rev C1 20241209]

At Red7Marine, we're all about respect and creating a positive work environment for everyone. Our Dignity at Work Policy makes it clear that harassment, bullying, and discrimination have no place here—whether it's from a colleague, a client, or a third party.

Respecting Each Other

We're committed to maintaining a workplace where everyone feels valued, safe, and supported. Respect is at the heart of everything we do, and it's something we expect from everyone who works here.

No to Harassment

If anything feels off—whether it's comments, actions, or visuals that make you uncomfortable due to your background or who you are—speak up. Harassment of any kind is simply not okay. This includes harassment related to age, gender, sex, race, religion, disability, sexual orientation, marriage or civil partnership status or pregnancy and maternity.

Zero Discrimination

Fair treatment for all is our priority. There will be no favouritism or discrimination; everyone here gets equal opportunities and the support they need to thrive.

Bullying Not Welcome

We have no room for bullying. Repeated, harmful behaviour towards anyone at work isn't tolerated. We're a team, and teams support each other. Everyone deserves a workplace where they can feel comfortable and appreciated.

Keep It Civil

Let's keep things respectful and professional. No name-calling, threats, or offensive language—whether in person or online. Civil interactions are key to maintaining a positive and productive environment.

Sexual Harassment

In line with the Worker Protection (Amendment of Equality Act 2010) Act 2023, we're committed to keeping our workplace free from sexual harassment. Here's how we're making it happen:

- **Higher Standards:** Every employee is expected to behave professionally and foster a respectful atmosphere.
- **Proactive Prevention:** We're taking reasonable steps to prevent sexual harassment at work. This includes keeping thorough records of any incidents and ensuring all employees receive training to spot and stop any inappropriate behaviour.
- **No Exceptions:** Whether it comes from a colleague, a client, or a third party, sexual harassment will not be tolerated. Everyone deserves to feel safe at work.



Leading the Way

Management - Setting the Tone

Managers set the example. They'll handle issues promptly and ensure everyone knows the standards we expect. They're also here to make sure the workplace stays respectful and inclusive.

Employees

We all have a role in making this a great place to work. Treat your colleagues, bosses, clients, and visitors with respect. If something seems off, don't hesitate to speak up.

Reporting

If you see or experience something that's not right—whether it's harassment, bullying, or discrimination—report it. You can speak to your Line Manager or HR. We'll handle it confidentially and take it seriously.

Investigations

When a complaint comes in, we'll investigate it thoroughly and fairly. If someone's found to be out of line, we'll act according to our policies and procedures. We'll make sure that everyone involved is treated fairly throughout the process.

Retaliation

There's no room for retaliation here. If someone raises a concern or reports an issue, they shouldn't fear any backlash. Bullying or harassing someone for speaking up is off the table.

Signed:

A handwritten signature in black ink, appearing to read "Kristen", is written over a red digital stamp. The stamp contains the text "Kristen Brynford" and the date "20241209".

Kristen
Brynford
20241209

Position in Company: Managing Director

Date: 20241209