

Anti-Bullying and Harassment Policy Statement

PL-017 Anti-Bullying and Harassment Policy Statement

Date:	Changed by	Change/Amendment	Version
Apr 21	P Lindley	First issue	V1.0
May 22	T Ellis	Annual review	V2.0

Anti-Bullying & Harassment Policy

SigTech Rail Consultancy (“the Company”) seeks to provide a work environment that is safe and enjoyable for all.

Workplace bullying has a detrimental effect on the Company and its people. It can create an unsafe working environment, result in a loss of trained and talented workers, cause the breakdown of teams and individual relationships, increase absenteeism, and reduce efficiency and productivity. People who are bullied can become distressed, anxious, withdrawn and can lose self-esteem and self-confidence. Workplace bullying is also in some circumstances against the law.

For these reasons, bullying and/or harassment will not be tolerated by the Company.

The Company recognises that workplace bullying may involve comments and behaviours that offend some people and not others. The Company accepts that individuals may react differently to certain comments and behaviour. That is why a minimum standard of behaviour is required of workers. This standard aims to be respectful of all workers.

The Company recognises that workplace bullying can take place through a number of different methods of communication including face to face, email, text messaging and social media platforms. As such, this Policy applies to all methods of communication through which workplace bullying can take place.

This Policy applies to behaviours that occur:

- In connection with work, even if it occurs outside normal working hours;
- During work activities, for example, when dealing with clients;
- At work related events and functions, for example, at seasonal functions;
- On social media platforms where workers interact.

This Policy applies to all workers including employees, and contractors. In so far as this policy imposes any obligations on the Company (i.e. those additional to those set out under legislation), those obligations are not contractual and do not give rise to any contractual rights.

The terms and conditions of employment that are intended to be contractual are set out in an employee’s written employment contract.

The Company may unilaterally introduce, vary, remove, or replace this policy at any time.



Pete Lindley
Managing Director
May 2022