



Piacentini & Son

Anti-Discrimination, Harrassment and Bullying Policy

In all our business activities, Piacentini & Son are committed to achieving the highest standards in environmental management.

Piacentini & Son is committed to providing a workplace free of all forms of discrimination and harassment including bullying. Piacentini & Son aim to achieve a work environment that provides equality opportunity for all employees.

Bullying is not an acceptable part of our work culture. Furthermore, bullying is a significant occupational health and safety consideration, as it can cause harm to a person's health and well being, such as depression, low self esteem, poor concentration, relationship problems in and out of work, physical harm, injury, and proneness to accidents, loss of income and work opportunities.

Discrimination, harassment and bullying is not only unacceptable it is unlawful, and may include:

- Discrimination based on sex, race, religion or disability
- Abusive or discriminatory behaviour (physical, verbal or written)
- Initiation practices
- Ridicule

Piacentini & Son will take all practicable steps to ensure employees are provided a suitable working environment, by dealing with all complaints confidentially and seriously. An internal complaint resolution process is in place to carry out investigations of complaints.

Relevant disciplinary action will be taken against anyone found to have breached this policy.

No employee will be penalised or disadvantaged as a result of raising concerns or complaints relating to discrimination, harassment or bullying.

C. M. Piacentini
Managing Director