Form Title: Sexual Harassment Policy
Form Ref: POL 023
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Sexual Harassment Policy Statement

Our Organisation is committed to maintaining a safe, respectful, and inclusive workplace free from sexual harassment. We uphold a zero-tolerance approach to any unwanted conduct of a sexual nature that violates an individual's dignity or creates an intimidating, hostile, or offensive environment.

To ensure compliance with the Worker Protection (Amendment of Equality Act 2010) Act 2023, we will:

- Implement and communicate robust anti-harassment policies.
- Provide regular training to educate employees about sexual harassment and prevention strategies.
- Establish clear, confidential reporting procedures for incidents of harassment.
- Conduct thorough and impartial investigations, ensuring appropriate actions are taken.
- Regularly review and update policies to align with legal requirements and promote a safe workplace culture.

This policy applies to all employees, contractors, clients, and third parties in all work-related settings. Any breaches will be addressed promptly, with support provided to affected individuals. By fostering awareness, accountability, and prevention, Richardson Rail Services Ltd strives to create a workplace where everyone is treated with dignity and respect.

This statement is reviewed annually or as required by legislative changes.

Signed: 

Name: R. Richardson

Role: Managing Director

Date: May 2026

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