

DIRECT DEFENCE SOLUTIONS LTD

HARASSMENT OR ABUSE POLICY

POLICY STATEMENT	INITIAL REVISION
ISSUE DATE	AUG 2018
POLICY-009	Prepared & Approved by: Director

DIRECT DEFENCE SOLUTIONS LTD (the 'Organisation') will not tolerate any harassment or abuse in the company and on contractors and subcontractors premises. .

Company is committed to take serious actions against harassment or abuse within the company or supply chain.

The Company expressly prohibits harassment of staff within the workplace.

Workplace harassment will be regarded as any unwanted or unwelcome

Discriminatory conduct based on an individual's sex, race, religion, skin colour, sexual orientation, marital status, ethnic or national origin, age, or disability, or indeed on any other illegal or inappropriate basis.

DIRECT DEFENCE SOLUTIONS LTD is committed to establish and maintain procedures for prohibiting the harassment or abuse and disciplinary procedures for harassment or abuse.

Management Commitment for Supply Chain Management

The company's management is totally against harassment or abuse at work by anyone. We conduct audits and interviews at contractors / subcontractors premises to find out if our supply chain is following our anti harassment policies.

Communication and Review:

This policy is communicated to all stakeholders including authorities and any member of the public via published website, handbook and notice boards and on request.

We undertake to continually review of this policy within the framework of our Integrated Management Systems in our Management Review meetings and on as and when required basis with the overarching aim of conducting our activities in a manner, which does not affect the quality environment and health and safety of DIRECT DEFENCE SOLUTIONS LTD.

Prepared and Signed by Director:

Date: