

ANTI-HARASSMENT AND BULLYING POLICY

Corporate Policy Document

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Policy owner	Shaye Grant, Managing Director
Approved by	Shaye Grant, Managing Director
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DOCUMENT CONTROL

Version History

Version	Date	Description of change	Author
1.0	22nd July 2026	First issue	S. Grant

Approval

Name	Position	Signature and date
Shaye Grant	Managing Director	<i>Shaye Grant</i> 22nd July 2026

Distribution

This policy is issued to all directors, employees, workers and sub-contractors of Grants Electrical Solutions Ltd, forms part of induction, and is available to clients and other interested parties on request.

CONTENTS

- 1 Policy Statement
- 2 Definitions and Rules
- 3 Raising a Concern
- 4 Non-Compliance
- 5 Review

1 POLICY STATEMENT

- 1.1 Grants Electrical Solutions Ltd is committed to a working environment free from harassment, bullying and victimisation, on its premises, on every site, in vehicles, at work related events and in all communications including messaging groups. Everyone is entitled to be treated with dignity and respect.

2 DEFINITIONS AND RULES

- 2.1 Harassment is unwanted conduct which violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment, and includes conduct related to a protected characteristic and sexual harassment. Bullying is offensive, intimidating, malicious or insulting behaviour or misuse of power that undermines or injures. So-called site banter that meets these definitions is prohibited. The Company will also take reasonable steps to protect staff from harassment by clients, occupants and third parties, including removing staff from a situation and, where necessary, declining work.

3 RAISING A CONCERN

- 3.1 Concerns may be raised informally or formally with the Managing Director and will be investigated promptly, confidentially and fairly under the Disciplinary and Grievance Policy, with no victimisation of any complainant or witness acting in good faith.

4 NON-COMPLIANCE

- 4.1 Breach of this policy by an employee is a disciplinary matter which may amount to gross misconduct. Breach by a sub-contractor is a breach of their terms of engagement.

5 REVIEW

- 5.1 This policy is reviewed at least annually by the Managing Director and following any incident or change in legislation or the business, with changes recorded in the version history.

Signed for and on behalf of Grants Electrical Solutions Ltd

Signed: 

Shaye Grant, Managing Director Date: 22nd July 2026